

THE RELATIONSHIP BETWEEN GRIEF AND CHANGE:
A COMPARISON OF THE EXPERIENCES OF A SELECT GROUP
OF BEREAVED, UNEMPLOYED, AND EMPLOYED IN A NEW POSITION

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To my wife

Ellen

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CHAPTER I

INTRODUCTION

1. PURPOSE OF THE DISSERTATION AND THE PROBLEM BEING STUDIED

In the world of the Twentieth Century where change seems to be the norm rather than the exception, much study, research and energy has gone into trying to understand the meaning of this change and its impact upon the persons caught up in it. In addition there has been considerable examination of the processes of grief, what happens and why, to the bereaved. It is the purpose of this study to explore the relationship between these two: grief and change.

The author spent a year in study (1966-67) at the Menninger Foundation in Topeka, Kansas as a fellow in the Division of Religion and Psychiatry, working with other clergymen who were also sharpening their skills in pastoral work. The clinical experience and observation of the author growing out of that year of study might be stated as: "all change tends to be experienced as loss."

The research which has been done for this dissertation is for the purpose of testing the hypothesis that persons experience major change as a loss experience akin to death; that the reaction to such change in one's life is a form of grief.

A number of studies have been made that indicate a relationship between physical illness and social stress. Rahe and others¹ discovered

¹Richard H. Rahe, *et al.*, "Social Stress and Illness Onset,"

that patients who had tuberculosis, skin disease, or hernia as well as a group of married and unmarried pregnant women all had experienced "increases in social stresses in the final two years preceding symptom onset."² These social stresses have been called a "psychosocial life crisis."³ Other research has pointed to similar stress preceding such diseases as leukemia⁴ and coronary occlusion.⁵

Erich Lindemann, known for his pioneering work in describing the grief experience and how to deal with it⁶ has also explored the resistance to change experienced by those trying to take a mental health program into a community. He describes the reaction to such social change: "At the individual and at the community level the most dramatic forms are seen in mourning and grieving. . . ."⁷

C. M. Parkes has designated the broader field of study of which

Journal of Psychosomatic Research, VIII (1964), 35-44.

²*Ibid.*, p. 43.

³*Ibid.*

⁴W. A. Greene, Jr., "Psychological Factors and Reticulo-endothelial Disease--I. Preliminary observations on a group of males with lymphomas and leukemias," *Psychosomatic Medicine*, XVI (1954), 220-230.

⁵E. Weiss, *et al.*, "Emotional Factors in Coronary Occlusion," *Internal Medicine*, XCIX (1957), 628-635.

⁶Erich Lindemann, "Symptomatology and Management of Acute Grief," *American Journal of Psychiatry*, CI (1944), 141-148.

⁷Erich Lindemann, "Social System Factors as Determinants of Resistance to Change," *American Journal of Orthopsychiatry*, XXXV (1965), 556.

this paper is a part, "Psycho-social Transitions."⁸ He suggests that this is an area for study and research. Furthermore, he points out some of the far-reaching implications of such explorations and gives some tentative guidelines and definitions.

However, most of the studies cited above have been done by those in the medical, psychiatric field. Little if any research in this field has been done by the pastoral counselor/clergyman bringing to such study this perspective. Since clergymen have as a major responsibility the ministering to the bereaved, they generally have considerable experience, knowledge and skill in this field. If then other occurrences in life, namely change, are also in some sense loss or grief experiences, then perhaps the minister/pastoral counselor can further our understanding of what happens to people who experience major change in their lives. Some of the clergyman's skill and knowledge about grief might be utilized to assist those who face major changes in their lives. Some of the "grief work" might be very similar to the ways people cope with change. Furthermore, with the exception of the study cited above by Parkes, their orientation and framework has been the illness-disease model. This model may well be adequate for the medical field, but there are other ways of thinking about and looking at grief, change, psycho-social transitions, etc.

Thus, it is readily seen that there is a need for the research proposed for this study. However, the author brings both personal and

⁸C. M. Parkes, "Psycho-Social Transitions: A Field for Study," *Social Science and Medicine*, V (1971), 101-115.

pastoral concerns to this task as well. Personally he has experienced major change in his own life--specifically geographical and vocational changes. The geographical change was a move of the author's family from California to Kansas and back to California. The vocational move was from parish pastor for nine years to that of a minister of counseling and then to the status of graduate student. Both the geographical and vocational shifts were keenly felt as loss, as disturbing, upsetting experiences which were neither quickly nor easily dealt with. The idea of change being experienced as loss became very real.

Furthermore as a parish pastor the author ministered to families experiencing both grief and change. In general there seemed to be more knowledge and skill available to him for helping the bereaved. The pulpit was the primary resource for dealing with change, and this method seems not to have been used very creatively or usefully. Certainly there must be other methods, other resources, other tools, other knowledge which can be utilized productively to minister to persons in the midst of change. The research involved in this study hopefully can strengthen the work of the parish pastor, enabling him to minister more effectively.

Therefore, the aim of this study has been exploratory research on the relationship of grief and change, to seek to discover if there is any similarity in responses to both grief and change. This exploration brings the vantage point and perspective of the pastoral counselor/clergyman and considers other models than the illness/disease model. It is hoped that the results will be useful to the parish

pastor and others.

2. METHODOLOGY OF THE STUDY

This dissertation explores the proposal that change is essentially a loss experience by examining literature on both grief and change. In addition data has been obtained by interviewing a small sample of persons who have experienced grief and change.

There were essentially three groups of persons included in the interviews: a grief group consisting of spouses who have lost their mates in death; a negative change group of persons who have experienced the change of unemployment; a positive change group of persons who have been employed in a new position. The rationale for such a sample, the selection process and other related matters will be discussed more fully in Chapter V.

3. LIMITATIONS OF THE STUDY

During the planning stages of this research, a number of authorities in the field were contacted for their advice and judgment. None of those who were contacted deemed it advisable or even possible to measure and compare the grief and change experience in any quantitative, statistical manner. One authority said, "It would seem to me that the importance of what you are trying to do is not something that can be measured. You might learn more by comparing *what* people say about their different experiences."⁹ Another suggested that "detailed

⁹Phyllis Silverman, Ph.D., Project Director, Widow to Widow

descriptions of a relatively small number of cases exemplifying the types of life change which you are interested in studying would be of more value than statistical studies of what would probably turn out to be the wrong variables."¹⁰ Consequently this has not been an empirical, statistical study, but rather exploratory research designed to discover some of the variables involved in loss and change, variables that might be used in further more extensive research to be done at a later time.

This investigation has not been primarily concerned with grief research *per se* even though this will be dealt with and discussed in Chapter III. Although there is certainly a real need for increasing our knowledge and understanding of grief, that is beyond the scope of the present undertaking and will not be a primary thrust of the study.

4. DEFINITION OF TERMS

Loss

The definition of loss given by Peretz seems to be the most comprehensive and thorough; and will be used in this study.

Program, Dept. of Psychiatry, Harvard Medical School, personal correspondence, February 23, 1971.

¹⁰C. Murray Parkes, M.D., D.P.M., Member Research Staff, Tavistock Institute of Human Relations, London, personal correspondence, March 22, 1971.

Loss may be defined as a state of being deprived of or being without something one has had. While certain losses are necessary concomitants of growth and are predictable, others are haphazard and unpredictable. Losses may be sudden or gradual, traumatic or non-traumatic. . . . Loss is simultaneously a real event and a perception by which the individual endows the event with personal or symbolic meaning. One may experience an event as loss when another individual would not describe it as such. Loss of honor or 'loss of face' are examples of this kind of loss. Symbolic loss or anticipated loss, just as actual loss, may produce intense and sometimes pathologic reactions. Each loss carries with it the threat of additional or future loss.¹¹

Grief (Grief Reaction or Grief Response)

This term has been used in a variety of ways and with such a breadth of meaning that it has lost some of its clarity and usefulness. Peretz thus uses the term "bereavement states" as a collective category to include all sorts of reactions to loss.¹² For the purposes of this study, grief is to a large degree in agreement with Peretz's definition of bereavement states. Bereavement refers

. . . to the state of thought, feeling, and activity, which is a consequence of the loss of a loved or valued object. . . . The bereavement state is the outcome of an interaction between the personal characteristics of the bereaved, the kind of relationship that existed between the bereaved and the lost loved or valued object, and social forces which may support certain bereavement states and discourage others.¹³

However, for the purposes of this study, grief is essentially the "normal" response of a person who has experienced a loss, and this

¹¹David Peretz, "Development, Object-Relationships, and Loss," in Bernard Schoenberg, *et al.*, (eds.), *Loss and Grief* (New York: Columbia University Press, 1970), pp. 4-5,6.

¹²*Ibid.*

¹³*Ibid.*

response includes the emotional, mental and physiological elements that are a part of a normal reaction to loss.

Grief Work

Grief work may be appropriately described as the adaptive, healing process occurring in a person in response to the pain and injury accompanying a loss. This process is dependent not only upon the person's own resources, but also upon social customs and the responses of others. Caplan's views on crisis are applicable here: " . . . during the disequilibrium of crisis, the individual is more susceptible to influence by others than at times of stable functioning."¹⁴

Grief work proceeds through a number of stages which are developed more in Chapter III. These stages may last from six months to a year and are completed when the person has experienced "emancipation from the bondage to the deceased, readjustment to the environment in which the deceased is missing, and the formation of new relationships."¹⁵ Another way of understanding grief work is to see it as the various coping devices an individual uses in responding to a loss. Grief work is healthy, normal, adaptive and necessary if the individual is to resume customary functioning.

¹⁴G. Caplan, *Principles of Preventive Psychiatry* (New York: Basic Books, 1964), p. 48.

¹⁵Lindemann, "Symptomatology . . ." p. 142.

Maladaptive Grief Response

Sometimes the grief work does not run its normal course. Then the adaptive process is stymied, fixated, or blocked. The person then utilizes some other way to handle his grief which does not complete the healing process. Peretz lists eight of these maladaptive responses including depression, hypochondriasis, acting out, perpetual mourning, etc.¹⁶ Of these responses he goes on to say:

They are not limited, do not run a direct course to recovery, and may last for many months or for years. They are exaggerated and persistent, more crippling and disruptive to the bereaved, his family and his friends.¹⁷

Usually a maladaptive grief response will require specialized counseling or help so that the bereaved may work through the blockage and complete the unfinished grief work. Sometimes this can come through a perceptive friend or family member; in other cases a sensitive clergyman or someone trained in counseling will need to be called upon to assist the grief work.

Change

The dictionary lists a variety of definitions for change including such ideas as the substituting of one thing for another, alteration, transformation, etc. However, the most useful definition listed is "to make the form, nature, content, etc. of (something) different from

¹⁶David Peretz, "Reaction to Loss," in Schoenberg, *op. cit.*, p. 21.

¹⁷*Ibid.*

what it is or from what it would be if left alone."¹⁸ Change might be understood also in contrast to its opposite, i.e., remaining the same, static, the status quo.

Karl Menninger uses the terms "homeostasis" and "heterostasis."¹⁹ Homeostasis is the word used to describe what the human organism does to maintain a steady state internally (physiological body processes) and externally (controlling the environment). Heterostasis is the other side of the coin, the desire or urge to bring about change, "the progressively moving away from the *status quo*, the search for new and unsettled states."²⁰ Thus heterostasis is almost equivalent to change as defined above.

Social Change

The definition given in a sociological dictionary seems applicable and appropriate:

Any modification in the social organization of a society in any of its social institutions or patterns of social roles. Usually social change refers to a significant change in social behavior or a change in some larger social system rather than to minor changes within a small group. Thus social change refers to change in the established patterns of social relationships--for example, in family, religious, or economic life.²¹

¹⁸*The Random House Dictionary of the English Language* (New York: Random House, 1966), p. 246.

¹⁹Karl Menninger with Martin Mayman, and Paul Pruyser, *The Vital Balance* (New York: Viking Press, 1963), pp. 81-85.

²⁰*Ibid.*

²¹George A. Theodorson and Achilles G. Theodorson, *A Modern Dictionary of Sociology* (New York: Crowell, 1969), p. 384.

Change Response

Change response is the reaction to change in the same way that grief response is the reaction to loss. We might appropriately paraphrase the Peretz definition of bereavement states by saying that change response refers "to the state of thought, feeling, and activity which is a consequence of the change of a loved or valued object. . . ." Change response is essentially the "normal" response of a person who has experienced change, and this response includes the emotional, mental, and psychological elements that are a part of a normal reaction to change.

Change Work

In like manner, "change work" is similar to "grief work." It is the adaptive, healing process in response to the pain and stress that is felt by the person who has experienced change in his life. Change work may also move through various stages like grief work and is completed when the person can function normally again. To paraphrase Lindemann's description of grief work, change work would be completed when the person has experienced emancipation from the bondage to the way it was before the change, readjustment to the environment in which those pre-change ways are missing, and the formation of new ways and new relationships. Change work is also the utilization of the various coping devices a person uses in responding and reacting to change. It is healthy, normal, adaptive and necessary if the individual is to resume customary functioning.

Maladaptive Change Response

As with grief work sometimes the change work does not run its normal course, and the healing, adaptive process is stymied, fixated, or blocked. The individual then utilizes some other way to cope with the difficulties he faces as a result of the change in his life, and these coping devices do not complete the healing process. It may also be that the coping devices that usually are helpful are not effective in this instance. Whatever the reason, the change work is not completed. This can be disruptive to the individual's life, and if in some way the change work is not finished, the person may move to one of the five levels of dysfunction well described by Karl Menninger.²² As with maladaptive grief response, specialized counseling or assistance may be needed to work through the blockage and complete the unfinished change work.

5. ORGANIZATION OF THE DISSERTATION

The remainder of this dissertation is organized to examine and test the validity of the hypothesis and to explore other findings related to grief and change.

Chapter II includes a review of the literature on change, grief and unemployment. The third chapter examines the nature of loss and grief including grief symptomatology and stages. Chapter IV explores the nature of change and covers both kinds of change as well

²²Menninger, *op. cit.*, pp. 153-271.

as responses to change.

The fifth chapter explains the methodology for the interviewing phase of this research. Such matters as selection of the subjects, development and administration of the interview instrument, and the methods used in analyzing the data are all included.

In Chapter VI the findings from the interviews are presented-- both the statistical findings as well as those from the open-ended questions. Chapter VII is a discussion of these findings with the resultant implications for the minister/counselor, the change agent, and the church. The final chapter incorporates a summary of the research, some conclusions drawn from those findings, along with some suggestions for further research.

CHAPTER II

REVIEW OF THE LITERATURE

Since the major focus of this study is grief and change, this chapter will review the relevant literature in these two areas. The interviewing done for this research involved three respondent sets: a grief group, an unemployed group, and a group employed in new positions. Therefore it seems pertinent to review the literature covering not only the specific areas of the study, but the respondent sets that are part of this study. The rationale for such inclusion has been well stated:

The experience and findings of other investigators can be of value if they deal either with the same respondent set or with a respondent set that is similar in terms of relevant characteristics. . . . Even if the specific respondent set has never been studied before, the experience of other investigators with similar respondent sets may be of value. . . . if, in reviewing the literature prior to embarking on a study, the investigator limits himself to studies that are relevant in terms of his subject matter, he may overlook valuable materials contained in studies that are relevant in terms of the respondent set employed.¹

Hence, the remainder of Chapter II will examine literature on the unemployed, on change, and conclude with a review of grief materials that are especially pertinent to this study.

1. LITERATURE ON THE EXPERIENCE OF THE UNEMPLOYED

Most of the literature discussing unemployment does so from an

¹Stephen A. Richardson, Barbara Snell Dohrenwend, and David Klein, *Interviewing* (New York: Basic Books, 1965), p. 90.

economic and/or statistical point of view. Little seems to have been written examining the effects of unemployment on the unemployed, the stress and the psychological consequences which the unemployed man or woman experiences as a result of being out of work.

Tiffany, Crown and Tiffany have written one of the few works discovered which dealt with the issue of unemployment in a manner pertinent to this study.²

The authors explore some of the "significant factors in the psychology of the unemployed."³ They also examine unemployment as a cause of psychological problems, the psychological problems that can cause unemployment, and present some suggestions and recommendations for vocational rehabilitation and vocational counseling. They state as their purpose: "The aim is to establish greater awareness of the many facets of the unemployment picture, which has too long been dominated by economic assumptions."⁴

They note that "for most people work is an integral part of their self-concept,"⁵ and briefly discuss the powerlessness that is felt by many who cannot find or obtain work.⁶ One study made using a self-concept scale, compared employed with unemployed and noted the low level of self-worth felt by the unemployed. Unemployed persons

²Donald W. Tiffany and James R. Crown, *The Unemployed* (Englewood Cliffs: Prentice-Hall, 1970).

³*Ibid.*, p. 4.

⁴*Ibid.*, p. 5.

⁵*Ibid.*, p. 62.

⁶*Ibid.*, pp. 72-84.

also seemed to have less stable interpersonal relationships as well.⁷

This book would prove very valuable to anyone doing vocational counseling, and does examine briefly some of the destructive psychological results of being unemployed.⁸

Dorothy and Adrian Sinfield report on two surveys of unemployed.⁹ The surveys consisted of random sample interviews of unemployed men, ninety-two in North Shields, England, and sixty in Syracuse, New York. This study "sought to describe the experience of unemployment in terms of what it meant to these people."¹⁰ They discovered considerable disapproval and criticism of the unemployment by their neighbors¹¹ and by welfare officials,¹² criticism which was often unmerited and made out of ignorance. Some of the effects upon both the men and their families were:

1. Unemployment was often hard to talk about;
2. A general lowering of morale;
3. Family conflict because the man felt in the way around the house;
4. Difficulty filling the hours of free time (one woman had both a husband and son who were unemployed and laughingly noted, "That poor dog doesn't know what's happening to him. He gets taken for a walk by one after the other.")¹³

⁷*Ibid.*, pp. 91-98.

⁸*Ibid.*, pp. 23-38; 55-72.

⁹Dorothy and Adrian Sinfield, "Out of Work in Syracuse and Shields," in Irwin Deutscher and Elizabeth J. Thompson (eds.) *Among the People* (New York: Basic Books, 1968), pp. 353-371.

¹⁰*Ibid.*, p. 354.

¹¹*Ibid.*, pp. 355-356.

¹²*Ibid.*, pp. 363-366.

¹³*Ibid.*, p. 358.

5. Isolation from fellow-workers;
6. An economic pinch which was especially difficult for wives trying to manage the money for the family;
7. Worries of men who feared both declining demand for their skill and losing out to younger men.¹⁴

They discovered also the unskilled were usually worse off and more despondent, often becoming quite fatalistic, since finding work was often a matter of luck and who one happened to know.¹⁵ Unemployment seemed to lead to a vicious circle in which the loss of a job cut one off from those people who were essential contacts in finding other work. It was also noted that although the employment of other family members, wife or children, eased the economic pinch, it sometimes increased the man's feelings of discontent and powerlessness. As one man said, "I've worked since I was nine. I've always supported my family and now I'm even dependent on them for a fag."¹⁶

This article is one of the few this writer discovered which really tries to understand what it is like to be unemployed. The authors convey sensitivity and understanding in reporting their findings.

Max Cohen's *I Was One of The Unemployed*¹⁷ is 'autobiographical in nature. In a very moving way, Mr. Cohen describes his own experience of being unemployed in the depths of the depression from about

¹⁴*Ibid.*, pp. 357-361. ¹⁵*Ibid.*, p. 362. ¹⁶*Ibid.*, p. 368.

¹⁷Max Cohen, *I Was One of The Unemployed* (London: Gollancz, 1945).

1932 to 1934. He tells clearly and starkly the physical and emotional suffering, the despair, the alienation, the loss of self-respect, and the devastating results of living with continual uncertainty. "Existence has become one long enforced abstemiousness, life one eternal doing without. . . . it is all one long uninterrupted period of grey gloom."¹⁸

In a chapter entitled "Nerves" he recounts the constant and continuous worries that plague the unemployed:

When a man has been out-of-work for any length of time, he begins to worry about his past, his present and above all about his future. He worries about himself and his wife and his children and his parents about how long it will be before his present parlous financial condition gives way to a worse. He worries because he has too much time on his hands, and he worries because nearly all the pleasant ways of passing his time are barred to him. . . . And above all, more bitter than gall is the fact that day after day, despite search after search, application after application, work is denied to him. In the vast edifice of our civilization there is no useful work to be given to him--work that will at one and the same time enable him to be an equal with his fellowmen, and provide him with the necessities of life and peace of mind.¹⁹

When after the years of unemployment and the resultant degradation wreaked upon him, Mr. Cohen finally obtained work, he experienced further stress. Doubts about keeping the job, a deep foreboding that he couldn't work at all any more, the frantic saving of money and unwillingness to spend any even for food and clothing, learning to eat again when he had starved himself for years, the physical weakness, all of this and more plagued him for months on the new job, until he finally began to feel more secure.

¹⁸*Ibid.*, pp. 104-106.

¹⁹*Ibid.*, pp. 158-159.

Even though this account describes one man's experiences during the depths of the depression of the 30's, there are undoubtedly many today who have known, and know, similar pain and anguish. This book is a vivid portrayal of the human suffering that oppresses many unemployed.

Another book describing the depression experience of being out of work reports a study made during the winter of 1935-36 in a New York industrial area.²⁰ Fifty-nine families were interviewed, families in which the husband and father had been unemployed for at least one year. In most cases there were three interviews in each family--with the husband, the wife and the eldest child. The purpose of the research was to "study the relation between the man's role as the economic provider of the family and his authority in the family."²¹

In the majority of the families studied the husband's status was not changed, but in one-fifth of the families his authority was broken down.²² Other aspects of the study explored personality changes in the man and his relationship to his wife and to his children. Among the findings reported were the need for a scapegoat to explain the unemployment, the restricted social life which the family experienced, and a decline in sexual activity between husband and wife.²³

²⁰Mirra Komarovsky, *The Unemployed Man and His Family* (New York: Dryden Press, 1940).

²¹*Ibid.*, p. 1.

²²*Ibid.*, p. 30.

²³*Ibid.*, pp. 119-133.

2. LITERATURE ON CHANGE

One of the most popular and widely known books dealing with change in this decade is Alvin Toffler's *Future Shock*.²⁴ Even though the book has been criticized as one which "bristles with trivia presented as revelations,"²⁵ the author has been called "the Norman Vincent Peale of futurology"²⁶ and while his style of writing has been said to owe "much to *Time-Life*-Madison Avenue,"²⁷ in spite of all this, portions of the book are relevant to this study. The thesis of the book is

. . . that there are discoverable limits to the amount of change that the human organism can absorb and that by endlessly accelerating change without first determining these limits, we may submit masses of men to demands they simply cannot tolerate.²⁸

He suggests that future shock "is the disease of change."²⁹

The most useful portions of the book for this study are the sections on the physical and psychological dimensions of future shock. Studies correlating change with illness are cited,³⁰ and the high

²⁴Alvin Toffler, *Future Shock* (New York: Random House, 1970).

²⁵Jerome Zubosky, "Antidotes for Future Shock," *Fortune*, LXXXII:5 (November 1970), 196.

²⁶Arnold A. Rogow, Reviewer, *Saturday Review of Literature*, LIII:50 (December 12, 1970), 39.

²⁷*Ibid.*

²⁸Toffler, *op. cit.*, p. 290.

²⁹*Ibid.*, p. 4.

³⁰*Ibid.*, p. 293.

death rate among widows and widowers the first year after the death of their spouse is noted.³¹ He indicates that overstimulation occurs on three levels, the sensory, the cognitive, and the decisional.³² Some of the maladaptive responses to change listed are denial, specialism or focusing on a specific narrow sector of life while ignoring the rest of the world, reverting to previous adaptive patterns which are now inappropriate, and the all-encompassing solution of the super-simplifier who explains all troubles with one idea like communism, permissiveness, etc. and believes the answer to such difficulties can be found in drugs, violence, astrology, participatory democracy or the ideas of McLuhan, Marcuse, etc.³³

The chapter on "Coping with Tomorrow" suggests some ways of responding to future shock.³⁴ There is direct coping such as being aware of the stress and shutting off some of the areas of overstimulation. Personal stability zones are needed, so that if a person is caught up in one kind of change, he has other areas of his life which remain stable. Situational groups to help people handle expected changes can also be helpful. He suggests groups for men changing occupations, families who have moved, persons about to be divorced, people facing retirement, etc.

Crisis counseling and half-way houses are also mentioned as ways of adapting to future shock. Enclaves of the past, such as some

³¹*Ibid.*, p. 296.

³²*Ibid.*, p. 310.

³³*Ibid.*, pp. 319-322.

³⁴*Ibid.*, pp. 333-353.

communal groups, and enclaves of the future which help a person prepare for an expected change are both additional ways of coping.

In spite of Toffler's journalistic style and oversimplification of many issues and possible solutions, his book contains other useful and suggestive material.

Two studies relating change to illness are worth noting. The first one (alluded to in the introduction to this study) which covered seven samples, including two control groups, was done in six hospitals in the vicinity of Seattle, Washington.³⁵ The kinds of patients studied were those with tuberculosis, cardiac disorders, hernia, skin disease, a group of unwed mothers and a group of married mothers. All of them had experienced an increase in social stresses in the two years immediately preceding the onset of symptoms. The authors conclude:

The mounting frequency of changes in social status found in the two years preceding disease onset was termed the psychosocial life crisis. It is postulated that the life crisis represents a necessary but not sufficient precipitant of major health changes.³⁶

The second study was made on over 3,000 U. S. Navy personnel who were asked to fill out a 'Schedule of Recent Experience' covering the previous four years.³⁷ Changes included in the questionnaire

³⁵Richard Rahe, *et al.*, "Social Stress and Illness Onset," *Journal of Psychosomatic Research*, VIII (1964), 35-44.

³⁶*Ibid.*, 43.

³⁷Richard H. Rahe and Ransom J. Arthur, "Life-Change Patterns Surrounding Illness Experience," *Journal of Psychosomatic Research*, XI (1968), 341-345.

covered personal, family, community, social, religious, economic, occupational, residential and health areas of the respondent's life. The changes were weighted according to their intensity and severity and then compared with changes in health.

There was an increase in the stress of life changes before, during and after an illness. The stress was greatest at the time of the illness with a gradual increase prior to and a gradual decline following the illness. The authors suggest that "it appears that life-changes resulting from illness experience are virtually equal in timing and intensity to those life-changes having a causal influence on the illness."³⁸

Although the research covered in this paper is not concerned specifically with the relationship of illness to change, these two studies have been cited as examples of a growing body of literature that indicates change in a person's life seems to have an effect upon his health.

Holmes and Rahe have collaborated on a study that has particular relevance to this research.³⁹ In order to determine the significance and magnitude of change events in a person's life, 394 subjects were asked to rate a series of forty-three life events as to the degree of readjustment needed to cope with them. Marriage was given

³⁸*Ibid.*, p. 344.

³⁹Thomas H. Holmes and Richard H. Rahe, "The Social Readjustment Rating Scale," *Journal of Psychosomatic Research*, XI (1967), 213-218.

the arbitrary value of 500. Other events were then rated in relationship; if more readjustment than marriage was required, then the respondents would choose a proportionately higher number; if less readjustment was needed, then they would select a proportionately smaller number. The forty-three events involved both ordinary and important occurrences including such areas as "family constellation, marriage, occupation, economics, residence, group and peer relationships, education, religion, recreation and health."⁴⁰

Some of the events listed would be normally thought of as negative and would be expected to bring stress, while others indicated success and achievement. The common theme, however, is that each of them required some coping or adaptive behavior in response. The results of the ratings were then ranked and given a mean value using a scale of 1 to 100 with marriage now given the value of 50. Some of the events and their ranking are as follows:⁴¹

RANK	LIFE EVENT	MEAN VALUE
1	Death of spouse	100
2	Divorce	73
3	Marital separation	65
7	Marriage	50
8	Fired at work	47
10	Retirement	45
18	Change to different line of work	36
22	Change in responsibilities at work	29
25	Outstanding personal achievement	28
31	Change in work hours or conditions	20
43	Minor violations of the law	11

⁴⁰*Ibid.*, p. 216.

⁴¹*Ibid.*

Another article summarizes in popular form some of the research that Holmes and others have done linking change events in a person's life to an increase in illness.⁴²

3. LITERATURE ON GRIEF

A recent book, *Loss and Grief*, contains a number of useful chapters on grief. It includes such themes as loss and grief in childhood, partial losses like blindness, surgery, amputation, etc., and a section on the dying patient.⁴³

One chapter of this book has been previously cited;⁴⁴ two others deserve mention and are pertinent to this study. One deals with responses to loss.⁴⁵ Peretz sees bereavement as an illness and believes the grief work is completed when there are no further symptoms and the bereaved is again fully able to manage his life and feelings. He suggests that the normal grief experience includes anxiety, tension, a yearning for the lost object, illusory phenomena such as seeing or hearing the dead person, guilt feelings, irrational anger, depression, numbness, and helplessness. He also discusses briefly anticipatory grief, depression, hypochondriasis, as well as

⁴²Thomas H. Holmes and Minoru Masuda, "Psychosomatic Syndrome," *Psychology Today*, V:11 (April 1972), 71-72, 106.

⁴³Bernard Schoenberg, *et al.*, (eds.) *Loss and Grief* (New York: Columbia University Press, 1970).

⁴⁴Ch. I., p. 7.

⁴⁵David Peretz, "Reaction to Loss," in Schoenberg, *op. cit.*, pp. 20-35.

absent, delayed and inhibited grief. There is a great deal of useful information here for anyone who works with the bereaved and wants to understand some of the varied reactions to such loss.

The second chapter that is pertinent discusses the matters of everyday living with which the bereaved must deal.⁴⁶ There are legal matters to be handled, day-to-day concerns like how to take care of the children, where to live, whether or not to continue old friendships of couples now that one is alone, all these and others must be faced and decisions made. A major issue is how much help others should give in assisting the bereaved to manage these affairs and for how long the help should be given.

Kutscher also reports on a survey of one hundred twenty-five bereaved on such matters as signs and symptoms of bereavement, guilt, remarriage, etc. His summary is exceedingly brief giving only percentage responses to some of the questions that were evidently asked. He does mention that over eighty-eight percent felt it helpful to express rather than suppress feelings of grief, and eighty-seven percent indicated the bereaved should be encouraged to talk to someone, while "ninety-two percent encourage talking with someone who has had a similar experience at least sometimes; nearly all encourage the bereaved to talk to someone about feelings related specifically to the deceased."⁴⁷

⁴⁶ Austin H. Kutscher, "Practical Aspects of Bereavement," in Schoenberg, *op. cit.*, pp. 281-297.

⁴⁷ *Ibid.*, p. 295.

One study using the interview method was done by Clayton, Desmarias and Winokur.⁴⁸ They interviewed thirty relatives of hospital patients who had died and attempted to delineate the symptoms of normal bereavement. Only three symptoms, depressed mood, sleep disturbance, and crying, occurred in more than one-half of those interviewed. They did a follow-up interview two to four months later and found eighty-one percent had improved, while only four percent had deteriorated. The first interview occurred from two to 26 days after the death, and the respondents who reported improvement felt it transpired six to ten weeks after the death.

Even though this study covered a small group of subjects, they did use a systematic interview to obtain their data.

Peter Marris did a study of seventy-two London widows of men under fifty, primarily women with children to raise.⁴⁹ This was a retrospective study and the women were interviewed an average of two years after the death with a range of ten to forty-six months. The interview schedule was informal; he did not use a formal questionnaire.

Five reactions were found to be most common: lasting deterioration in health, difficulty in sleeping loss of contact with reality, withdrawal and hostility. Of these five, withdrawal was the most prevalent.⁵⁰ Marris' method of approach was as helpful to the present

⁴⁸Paula Clayton, Lynn Desmarias, and George Winokur, "A Study of Normal Bereavement," *American Journal of Psychiatry*, CXXV:2 (August 1968), 168-178.

⁴⁹Peter Marris, *Widows and Their Families* (London: Routledge & Kegan Paul, 1958), pp. 3-4.

⁵⁰*Ibid.*, p. 22.

study as his findings. The outline of his interview, his letter sent to potential respondents, and his general approach were useful in setting up the interviewing for the research in this paper. This will be elaborated upon in Chapter V.

The classic study of grief is that by Lindemann,⁵¹ which is over twenty-five years old but still often cited.

This monograph was based on psychiatric interviews of one hundred and one patients who were relatives of deceased persons. The interviews were recorded and analyzed. Five symptoms of normal grief were discovered: (1) somatic distress; (2) preoccupation with the image of the deceased; (3) guilt; (4) hostile reactions; and (5) loss of patterns of conduct.⁵² Sometimes the normal grief process is disrupted if it is delayed or distorted. Distortions can be recognized by any of the following: (1) overactivity without a sense of loss; (2) the acquisition of symptoms belonging to the last illness of the deceased; (3) a recognized medical disease which is psychosomatic like asthma, ulcerative colitis, etc.; (4) alteration in relationship to friends and relatives; (5) furious hostility against specific persons; (6) activity and conduct resembling schizophrenic pictures; (7) a lasting loss of patterns of social interaction; (8) numerous activities which are detrimental to the social and economic existence of the bereaved person; and (9) agitated depression.⁵³

⁵¹Erich Lindemann, "Symptomatology and Management of Acute Grief," *American Journal of Psychiatry*, CI (1944), 141-148.

⁵²*Ibid.*, 142.

⁵³*Ibid.*, 144-145.

For the reader who wishes to expand his knowledge about grief as it is personally experienced, three books may be mentioned. C. S. Lewis, writing under a pseudonym⁵⁴ tells of his response to his wife's death from cancer. Not only does he describe his emotional responses, he appropriately shares his theological reflections as well.

Clarissa Start describes awaking one morning to find her husband dying.⁵⁵ The remainder of her book tells of her experiences in making all of the arrangements for the funeral, getting through it, and gradually moving through the painful months of being a widow.

Lael Wertenbaker tells about the last months of her husband's bout with cancer, his dying and his death.⁵⁶ All of the dynamics of grief are described in this narrative. All three of these books are a reminder that grief is a very personal experience. Even though it can be described, analyzed and examined, it is still a human, individual occurrence that is both universal and unique.

Several authors have compiled extensive bibliographies about grief. Switzer has an invaluable review of the literature on grief which includes the work of pastoral counselors.⁵⁷ Fulton has compiled

⁵⁴N. W. Clerk, *A Grief Observed* (Greenwich, CONN: Seabury, 1963).

⁵⁵Clarissa Start, *When You're A Widow* (St. Louis: Concordia, 1968).

⁵⁶Lael Tucker Wertenbaker, *Death of A Man* (New York: Random House, 1957).

⁵⁷David K. Switzer, *The Dynamics of Grief* (New York: Abingdon Press, 1970), pp. 19-61.

an extensive bibliography, but has limited his compilation to the empirical and has intentionally excluded theological or literary works.⁵⁸ Kalish has assembled several different bibliographies. Two of them are annotated^{59, 60} and one of these contains some three hundred listings.⁶¹ A third one covers death and bereavement.⁶² Siggins' article reviews the literature dealing with psychoanalytic concepts of death.⁶³ Rochman and Hindley include sections on "Dying," "Bereavement," and "Childhood Bereavement" in their bibliography.⁶⁴

⁵⁸Robert Fulton, *Death, Grief and Bereavement* (Minneapolis: Center for Death Education and Research, University of Minnesota, 1970).

⁵⁹Richard A. Kalish, "Loss and Grief: A Selected Bibliography," in Schoenberg, *op. cit.*, pp. 373-385.

⁶⁰Richard A. Kalish, "Death and Dying: A Briefly Annotated Bibliography," in Orville G. Brimm, Jr., *et al.*, (eds.) *The Dying Patient* (New York: Russell Sage Foundation, 1970), pp. 327-380.

⁶¹*Ibid.*

⁶²Richard A. Kalish, "Death and Bereavement: A Bibliography," *Journal of Human Relations*, XIII:1 (1965), 118-141.

⁶³Lorraine Siggins, "Mourning: A Critical Survey of the Literature," *International Journal of Psychiatry*, III:5 (1967), 418-438.

⁶⁴Joan Rochman and Marlene Hindley, *A Bibliography Relating to Crisis Theory* (Boston: Laboratory of Community Psychiatry, Harvard Medical School, 1970), pp. 30-34.

CHAPTER III

THE NATURE OF LOSS AND GRIEF

1. LOSS

In order for loss to occur, there must be an investment in or an attachment to that which is lost. Such investment or attachment is necessary before one experiences loss. Freud discussed this briefly when he described both mourning and depression.¹ There is an attachment, a cathexis to another person. The relationship is perceived as being one of value. Consequently when the relationship is broken off the person experiences loss. Freud describes the attachment as libido. The normal process following the object-loss is the withdrawal of the libido and its reattachment to some new and different object. In melancholia or depression this libido is turned inwardly on the ego instead of being fastened to a new object.

Another way of describing the value placed on an object or person is identification. Rochlin describes this process:

A substantial reaction to loss seems hardly to have importance unless it carries with it another normal characteristic, an identification with that which is lost. Even if what is lost is but an abstraction like freedom, or some symbol representing what is valued, or a part of one's body or changes in the body as in the loss of function . . . it is the identification which bestows a

¹Sigmund Freud, "Mourning and Melancholia," in Willard Gaylin (ed.) *The Meaning of Despair* (New York: Science House, 1968), pp. 57-58.

value and thus makes an object (or what represents one) a part of the self, which, when forfeited, gives importance to what we lose. Losses are commonplace experiences. What gives them their added significance and poignancy is that by making what we value a part of ourselves, we invariably and unconsciously have invested it with our narcissistic interest.²

It is the identification with an object, the feeling of belonging to it, being a part of it, that results in the feeling of loss when the contact or relationship to the object comes to an end.

Furthermore the intensity of the loss experience is in direct proportion to the strength of the attachment to or identification with the object that is lost. Volkart describes a study of the Ifaluk people in the South Seas.³ Following the death of a family member the survivors exhibit considerable pain and distress, but this grief comes to an abrupt end as soon as the funeral is over. The bereaved are then able to laugh and act as though they had experienced no loss whatsoever.

One explanation of this which seems most plausible is that the family system is much more loose than in America. The process of childrearing is carried on by numerous members of the community, not just those persons in the child's immediate family. Consequently there are many "other persons who are as important in an individual's life

²Gregory Rochlin, *Griefs and Discontents* (Boston: Little, Brown, 1965), pp. 38-39.

³Edmund H. Volkart and Stanley T. Michael, "Bereavement and Mental Health," in Alexander Leighton, *et al.*, (eds.) *Explorations in Social Psychiatry* (New York: Basic Books, 1957), pp. 281-307.

as are family members."⁴ This means the child's emotional ties are diffused and spread among many people rather than focused on only a few family members. He is not as dependent on just one person, and this will tend "to make a person's identifications multiple rather than exclusive, and to enable him to distribute his feelings of love and hostility more widely."⁵

This is quite in contrast to the American family system where the primary family is important and usually small. Such a system

. . . tends to breed overidentification and overdependence. . . . Emotional attachments to particular persons are thereby fostered, and the person becomes dependent on their unique personalities in addition to their roles.⁶

This makes the loss much greater when a family member dies or is separated from the family.

In summary, cathexis to another person or object, or identification with the person or object are two ways in which an emotional attachment or dependence upon someone or something is developed. Such a cathexis, or identification is the reason for the feelings of loss experienced when separation, death or something else severs the relationship.

However, the basis for the loss experience may be more deeply rooted than just cathexis or identification. Some authors feel it is embedded in infancy. Rochlin describes the fear of being abandoned:

The *loss complex* probably shows itself in its simplest form as an expression of a universal fear in man, the dread of abandonment. This has its beginnings with the infant's dimmest recogni-

⁴*Ibid.*, p. 292.

⁵*Ibid.*, p. 293.

⁶*Ibid.*, p. 294.

tion of its dependence upon another person, or object, for the relief of its discomfort from without and its frustration from within. It then advances to the even more complex responses related to the child's recognition of his utter dependence upon an object. It is very likely that the impelling emotional need and incentive to mastery and maturation find a constant source of impetus in the fear expressed in the defenses that are primed against dependence.⁷

The infant's complete dependence upon the parents leads to the overpowering realization that these parents could withdraw their nurturing care, abandoning the child to the whims of a world it could not possibly cope with.

Winnicott discusses what he calls "transitional objects." These are the first things which the new infant begins to perceive as not himself. It is usually a blanket, doll, cuddly animal, etc. This object is a "not me" object and is also not the mother. Winnicott believes that the infant operates under the illusion, fostered by the mother, that the breast is a part of the baby, even created by the infant.⁸

But the baby must then be disillusioned from this, come to the awareness that there is a "not me" world of objective reality. The transitional object, blanket, stuffed animal, etc. is a bridge from the "me" world to the "not me" world. The mother has at first adapted herself to the needs of her baby, gradually withdrawing as the infant becomes able to cope with the withdrawing. The baby thus

⁷Rochlin, *op. cit.*, pp. 36-37.

⁸D. W. Winnicott, "Transitional Objects and Transitional Phenomena," *International Journal of Psychoanalysis*, XXIV:2 (1953), 89-97.

begins to be aware of external reality, that which is not itself. This gradual withdrawal, decreasing of mother's availability, movement from illusion to disillusion, sets the stage for the weaning process. The transitional objects serve as a bridge.

This discussion of loss has theological ramifications. The fear of abandonment might well be connected to the threat of non-being. This is rooted in man's very nature. Man is aware that he is and also aware that this beingness has limits, that someday he will not be. The basic fear of being abandoned may rest on the awareness of the possibility of non-being.

Certainly Winnicott's discussion of transitional objects, that the mother and the world will not completely revolve around the baby forever, is related to the concept of man's finitude. There are limits. There is separation. The new baby experiences this early with the gradual withdrawal of the mother; he becomes aware in some sense of his own finitude. Perhaps subsequent loss experiences are in part a recapitulation of this initial loss the baby encounters. It may be that in one sense every loss occurrence is painful because it is another disillusioning event, a reminder once again of one's finiteness.

2. FORMS OF LOSS

Losses come in a variety of shapes, sizes and forms. Westberg⁹

⁹Granger E. Westberg, *Good Grief* (Rock Island, ILL: Augustana Press, 1962), pp. 3-7.

names a variety of losses from "little griefs" like a new boss to more major griefs: moving, divorce, retirement, unemployment, marriage of a child, losing a pet, not being promoted, etc.

Levinson¹⁰ in his study of a midwest utility noted that shifts and changes in the company like automation, merger, promotions, etc., often resulted in feelings of loss by the employees.

Lindemann mentions change of roles, the abandoning of old, familiar ones and coping with untried new roles, as being an uncomfortable and often painful process.¹¹

But none of the above authors attempt really to categorize or classify various kinds and forms of losses. Two who have are Breed¹² and Peretz. In his study of suicides in New Orleans, Breed discovered three kinds of loss experiences which were relevant factors preceding suicide. In male suicides loss of position was most significant. This type of loss was usually that of a job, reduction in income, or perhaps an early, forced retirement. For the women suicides, loss of person was more crucial. This included loss of a mate by death, divorce, broken romance, or marital infidelity. The third form of loss he called a loss of mutuality, the gradual decline of mutual social

¹⁰Harry Levinson, *et al.*, *Men, Management and Mental Health* (Cambridge: Harvard University Press, 1966), pp. 80-105.

¹¹Erich Lindemann, "Social System Factors as Determinants of Resistance to Change," *American Journal of Orthopsychiatry*, XXXV (1965), 556.

¹²Warren Breed, "Suicide and Loss in Social Interaction," in E. S. Shneidman (ed.) *Essays in Self-Destruction* (New York: Science House, 1967), pp. 190-197.

relationships, an inability to relate satisfactorily to others. This group of suicides was unpredictable, obnoxious, hard to get along with, while some of them never ever achieved the social life they sought.

The most helpful and comprehensive discussion of the various forms and kinds of losses, however, is that by Peretz. He lists four categories.

1. Loss of a significant person. 'The loss may be total or partial, permanent or temporary.'¹³

2. Loss of 'some aspect of the self.'

- a. 'Loss of health'
- b. 'Loss of bodily function' like hearing, memory, bowel function, etc.
- c. 'Loss of a body part'
- d. 'Reduced bodily drives' such as sex or appetite
- e. 'Loss of positive self-attitudes' as pride, self-esteem, etc.
- f. 'Loss of self-definitions' including social roles, position, occupation, family position, etc.
- g. 'Loss of an old, familiar symptom'

3. Loss of external objects, possessions, home, etc.

4. Developmental loss. This is the loss that occurs as a result of growth, birth of a sibling, etc.¹⁴

In the present study the three groups of persons interviewed and discussed in Chapter V would fit under the first two categories of Peretz. The grief group would be a loss of a significant person, the unemployed would fit under loss of some aspect of the self as well as loss of

¹³David Peretz, "Development, Object-Relationships and Loss" in Bernard Schoenberg, *et al.*, (eds.) *Loss and Grief* (New York: Columbia University Press, 1970), p. 5.

¹⁴*Ibid.*, pp. 5, 6.

external objects like income, and the new job group would include not only loss of some aspect of the self but also the developmental loss of growth in facing a new situation.

3. GRIEF SYMPTOMATOLOGY

It was often very difficult to separate grief symptomatology from the phases or stages of grief; nevertheless for the purposes of clarity this distinction will be made in the next two sections of this chapter.

Reactions to grief have been described by a number of writers. Freud's study, earlier cited, contrasting mourning and depression notes similar characteristics in each:

Profound mourning . . . contains the same painful frame of mind, the same loss of interest in the outside world . . . the same loss of capacity to adopt any new object of love . . . and the same turning away from any activity that is not connected with thoughts of the deceased.¹⁵

Pain, loss of interest in the outside world, and avoiding participation in that world seem to be the major characteristics of grief responses as Freud sees them.

One study was made of grief reactions of older people. Overt grief and guilt feelings were not very evident. However, there were numerous somatic complaints and illnesses. There was also a tendency to glorify the deceased and blot out any negative characteristics he may have had. All of this was accompanied by increased isolation from

¹⁵Freud, *op. cit.*, p. 51.

others along with hostility towards either surviving family members or friends.¹⁶

Switzer mentions three existential responses to death.¹⁷ First there is a loss of meaning. Now that a loved one is gone other aspects of life are questioned. Then there is the whole matter of nonbeing. The other is no more and the mourner indirectly may realize that some day he or she will also not be. Finally there is the matter of responsibility for his own life. Not only must this life be lived now without the one who is now dead, but a life which feels empty and lost must somehow be lived and planned for.

Parkes has a quite thorough discussion of a wide variety of grief reactions; normal, chronic, inhibited and delayed. He describes normal grief in the following words:

Typical grief is characterized by the onset, after a brief period of numbness, of attacks of yearning and anxiety alternating with longer periods of depression and despair. The sufferer is preoccupied with thoughts of the dead person who is commonly felt to be present. These features, along with the associated symptoms of insomnia, anorexia, irritability and social withdrawal, soon begin to decline in intensity, although they may return from time to time at anniversaries or other reminders of the loss.¹⁸

It is appropriate to reference here again briefly the studies reviewed more fully in a previous chapter which described grief

¹⁶Karl Stern, Gwendolyn Williams and Miguel Prados, "Grief Reactions in Later Life," *American Journal of Psychiatry*, CVIII (1951), 289-294.

¹⁷David K. Switzer, *The Dynamics of Grief* (New York: Abingdon Press, 1970), pp. 169-170.

¹⁸C. M. Parkes, "Bereavement and Mental Illness," *British Journal of Medical Psychology*, XXXVIII (1965), 14.

symptoms. Paula Clayton and others found three symptoms most common; depressed mood, sleep disturbance and crying.¹⁹

The Marris survey of London widows found five reactions: lasting deterioration in health, difficulty in sleeping, loss of contact with reality, withdrawal, and hostility.²⁰ The Lindemann research disclosed five symptoms of normal grief: (1) somatic distress, (2) preoccupation with the image of the deceased; (3) guilt, (4) hostile reactions and (5) loss of patterns of conduct.²¹ Peretz lists the following normal responses: mental pain, anxiety and tension, painful yearning and loneliness, illusory phenomena such as the presence of the deceased, guilt feelings, irrational anger at the deceased, irritability, depressive symptoms, feelings of numbness, helplessness and for some, a tendency to blame others for the loss.²²

4. GRIEF STAGES

It seems as though nearly everyone who has written very much about grief has devised his own series of phases or stages. They range in length from ten phases to three. The authors are psychiatrists,

¹⁹Paula Clayton, Lynn Desmarais, and George Winokur, "A Study of Normal Bereavement," *American Journal of Psychiatry*, CXXV:2 (August 1968), 168-178.

²⁰Peter Marris, *Widows and Their Families* (London: Routledge & Kegan Paul, 1958), p. 22.

²¹Erich Lindemann, "Symptomatology and Management of Acute Grief," *American Journal of Psychiatry*, CI (1944), 142.

²²David Peretz, "Reactions to Loss," in Schoenberg, *op. cit.*, pp. 22-25.

pastoral counselors and social workers. It is appropriate at this point to review at least some of these authors, mentioning in greater detail those stages more pertinent to this study.

Westberg's ten steps focus on what it feels like to be bereaved. He uses such phrases as "We are in a State of Shock," "We Feel Depressed and Very Lonely," etc.²³

Bachmann also has a lengthy list which he calls constructive ways of handling grief. His emphasis is upon what must be done in the grief work: "Feelings Need to Be Expressed," "Facts Need to Be Faced," "Need for Protective Layers," etc.²⁴

Wayne Oates has a somewhat shorter list of six stages: he begins with "The shocking blow of the loss in itself" and concludes with "The acceptance of loss and the affirmation of life itself."²⁵

A similar list of six stages is described by Bonnell but his terminology is more succinct: "numbness, fantasy, recrimination and guilt, grief, adjustment and acceptance."²⁶

Although he does not actually list them as stages, Lindemann's discussion of the psychiatric management of grief describes some of the steps the bereaved must go through if he is to return to normal

²³Westberg, *op. cit.*, pp. 13-55.

²⁴C. Charles Bachmann, *Ministering to the Grief Sufferer* (Englewood Cliffs: Prentice-Hall, 1964), pp. 46-51.

²⁵Wayne Oates, *Anxiety in Christian Experience* (Philadelphia: Westminster Press, 1955), pp. 52-55.

²⁶George C. Bonnell, "The Pastor's Role in Counseling the Bereaved," *Pastoral Psychology*, XXII:211 (February 1971), 28-34.

functioning.

He has to accept the pain of the bereavement. He has to review his relationships with the deceased, and has to become acquainted with the alternations in his own modes of emotional reaction. . . . He will have to express his sorrow and sense of loss. He will have to find an acceptable formulation of his future relationship to the deceased. He will have to verbalize his feelings of guilt, and he will have to find persons around him whom he can use as 'primers' for the acquisition of new patterns of conduct.²⁷

Tom Klink also discusses the management of grief. His perspective is that of a pastoral counselor. He suggests four steps of helpfulness in dealing with a significant loss:

- (a) support the 'grief work' by encouraging the person to express his feelings for the lost object;
- (b) avoid easy comforting or undue support of attitudes which deny the importance of loss;
- (c) anticipate some tears and the expression of illogical, contradictory feelings about the lost, and;
- (d) in tune with the rhythm of the process, support the replacement of the lost by new objects of emotional investment.²⁸

John Bowlby has written extensively about loss and the mourning process. He describes essentially three phases.²⁹ First there is the urge to recover the lost object. Both anger and weeping are manifestations of this attempt to recoup the loss. In the second phase despair begins to set in as the person no longer has an object for the focus of his attention. The main characteristic of this phase is increasing disorganization. Bowlby believes that depression is "in

²⁷Lindemann, "Symptomatology . . . ," p. 147.

²⁸Thomas W. Klink, *Depth Perspectives in Pastoral Work* (Englewood Cliffs: Prentice-Hall, 1965), p. 75.

²⁹John Bowlby, "Process of Mourning," in Gaylin, *op. cit.*, pp. 301-319.

essence nothing else than the subjective aspect of this state of disorganization."³⁰

This disorganization is a very necessary and basic part of the mourning process, for the bereaved has had certain patterns of behavior which established a relationship to the now lost object or person. However, now that object or person no longer exists such patterns of behavior are inappropriate. Consequently they must be dissolved before new ones can be formulated. It is similar to the child who has built something with a construction set; what he has built has to be torn down before something new can be constructed with the same building material.

Once the disorganization has taken place, the person is ready for phase three which is the "reorganization directed towards a new object." It is the process of cathecting again to a new person or relationship.³¹

This three-phase process of Bowlby's has been adapted by C. M. Parkes.³² He notes that Bowlby's stages completely omit the stage of shock which occurs immediately after the loss is experienced. Parkes evidently discussed this omission with Bowlby who agreed to renumber his original stages so that they become phases two, three and four of a revised classification. This is the one then that Parkes adopts:

³⁰*Ibid.*, p. 310.

³¹*Ibid.*, p. 314.

³²C. Murray Parkes, "Seeking and Finding a Lost Object," *Social Science and Medicine*, IV (1970), 187-201.

First Phase: Phase of Numbness--during which the fact of loss is partially disregarded.

Second Phase: Phase of Yearning--during which the urge to recover the lost object predominates and searching takes place. In this phase it is the permanence rather than the fact of loss which is disregarded.

Third Phase: Phase of Disorganization and Despair--during which both the permanence and the fact of loss are accepted and attempts to recover the lost object are given up.

Fourth Phase: Phase of Reorganization of Behaviour.³³

The work of J. S. Tyhurst³⁴ on the way people respond to a community disaster is relevant. He reports on field surveys made in Canada following community disasters, using psychiatric interviews of the survivors. He concludes there are three overlapping phases: "(a) a period of impact, (b) a period of recoil, and (c) a post-traumatic period."³⁵ During the impact period the majority of survivors are stunned and bewildered. As they move into the "recoil" phase, they begin to be aware of their feelings of anxiety, fear and anger. At this time the reality of what they have been through comes into awareness, they need to talk and ventilate, attitudes of childlike dependency are evident, and they often wish to be with other people. Tyhurst feels that this phase is crucial. "Both the character of individual responses during this period and their management by personnel engaged in rescue and relief would appear to have a crucial significance for subsequent psychological events."³⁶ The "posttraumatic" phase is not very clearly

³³*Ibid.*, 196.

³⁴J. S. Tyhurst, "Individual Reactions to Community Disaster," *American Journal of Psychiatry*, CVII (April 1951), 764-769.

³⁵*Ibid.*, 765.

³⁶*Ibid.*, 767.

delineated but evidently includes such after-shock phenomena as "temporary anxiety and fatigue states, psychotic episodes, recurrent catastrophic dreaming, depressive reactions, etc."³⁷

These same three overlapping phases have been applied to studies of immigrants and retired pensioners. Tyhurst concludes that observations of persons going through the experience of migration and retirement indicate they respond similarly to the survivors of a disaster; impact, recoil and posttraumatic phases are evident.³⁸

Phyllis Silverman³⁹ believes that these same three phases of Tyhurst are applicable to understanding responses to bereavement. Renaming the posttraumatic the period of recovery, she uses the phases of impact, recoil and recovery. The impact period is one of numbness and shock. During recoil the numbness lifts and the bereaved feels the full impact of the loss and emptiness. Recovery then is the time of adjusting to the loss and planning a life without the loved one.

In the development of the questionnaire used in this study (see Appendix B) the stages of Silverman were used as the model. Under these three stages--impact, recoil and recovery--were grouped the various symptoms of grief and characteristics of that particular stage as the various authors cited above have developed them.

³⁷ *Ibid.*

³⁸ J. S. Tyhurst, "The Role of Transition States--Including Disasters--in Mental Illness," *Symposium on Preventive and Social Psychiatry* (Washington: U. S. Government Printing Office, 1958), pp. 149-169.

³⁹ Phyllis Rolfe Silverman, "Service for the Widowed During the Period of Bereavement," *Social Work Practice* (New York: Columbia University Press, 1966), pp. 170-189.

For example, under the Impact stage the respondent was asked about feelings of numbness and shock, if he felt suspended and if at times he refused to believe the change had actually occurred. He was also asked about possible physical sensations that the bereaved usually experience.

Under the Recoil section respondents were asked about feelings of turmoil and restlessness, if they yearned to go back before the change had occurred, whether or not they had dependency feelings, wanting to be taken care of. They were also asked about feelings of anger and irritability, if they sought to talk to others and wanted to be with other people.

The Recovery part of the questionnaire dealt with whether or not the stress was over, if they were feeling back to normal. Other questions asked about building a new life, acceptance of the change, and any new ways of living they may have developed since the change.

The questionnaire developed contains other sections, but the primary emphasis was to discover whether or not the respondents experienced both the stages and the symptoms that are a part of the normal response to grief.

CHAPTER IV

THE NATURE OF CHANGE

The topic of change is such a broad one, encompassing so much of life and living, that it is difficult to organize and systematize one's understanding of it. Classification and organization of such an immense field is an impossible task. This chapter deals with two aspects of change that are pertinent to this study: kinds of change and responses to change.

1. KINDS OF CHANGE

When a person experiences change one may appropriately ask what it is that is changed. Parkes suggests that the change occurs in what has been called "the life space."¹

But what is this life space?

The life space consists of those parts of the environment with which the self interacts and in relation to which behaviour is organized; other persons, material possessions, the familiar world of home and place of work, and the individual's body and mind insofar as he can view these as separate from his self.²

All sorts of changes occur within this life space. Some of these changes are perceived as good and others are perceived as bad. Still others are hardly even noticed. The degree to which they make

¹C. Murray Parkes, "Psycho-Social Transitions: A Field for Study," *Social Science and Medicine*, V (1971), 103.

²*Ibid.*

an impact depends in part upon what Parkes calls our "Assumptive World."³ "The assumptive world is the only world we know and it includes everything we know or think we know. It includes our interpretation of the past and our expectations of the future, our plans and our prejudices."⁴ If a change affects large areas of this assumptive world, it may well be a change that has potentially serious consequences for the individual.

Parkes seems to suggest there are three criteria for determining the significance of a change:

Let us look more closely at those major changes in life space which are *lasting in their effects, which take place over a relatively short period of time and which affect large areas of the assumptive world*. I shall call these 'Psycho-social Transitions.'⁵

The enduring effect of a change, the suddenness with which it occurs, and the degree to which it affects the assumptive world are critical factors in determining the impact of a change. The sudden death of a close family member or the unexpected loss of a job would be changes of major importance because they include all three of these factors.

What then are some of the varying kinds of changes that persons may experience? Parkes mentions five categories.⁶

1. Changes in personal relationships: This would include all of the events in the life cycle, going to school, marrying, having children, divorce, death, etc.

2. Changes in loved possessions: Here are all of the objects

³*Ibid.*

⁵*Ibid.*

⁴*Ibid.*

⁶*Ibid.*, 106-11.

of worth in a person's life: home, collections, personal mementoes, etc. Loss of such objects can cause great pain and grief. The purchase of a new home, car, etc., may result in varying reactions; pride, anxiety, status.

3. Changes in familiar environment: This is a common form of change in our mobile society. Moving, taking a new job, emigration, imprisonment would all be included.

4. Changes in physical and mental capacities: A wide variety of events would be included in this category; disease, aging, accidents, amputations, poor performance at work, failure in an exam, restoration of a previously lost ability, etc.

5. Changes in roles and status: Here are included such changes as retirement, unemployment, imprisonment, demotion, promotion, college graduation, etc.

All of the above varying kinds of changes may either be losses or gains depending upon the event and the way it is perceived by the person to whom it occurs. In this study death and unemployment constitute the loss type of change, while employment in a new job would usually be considered a gain.

2. RESPONSES TO CHANGE

Persons respond or react to change in a variety of ways. Some of the ways considered here are: anxiety, resistance, grieving, illness, crisis, exhilaration and growth.

Anxiety is often felt when change occurs. Pfister mentions

there are studies which "show that rapid social change (as that experienced in developing countries), brings about a raised level of anxiety prone to mental disturbances."⁷ Tillich⁸ suggests that anxiety is related to finitude. "Anxiety is the self-awareness of the finite self as finite."

Consequently the anxiety felt at a time of change is there because of the implied threat of non-being.

. . . anxiety about change is anxiety about the threat of non-being implied in change. It is manifest in all great changes of personal and social life, which produce a kind of individual or social dizziness, a feeling that the ground on which the person or group has stood is being taken away, that self-identity or group identity is being destroyed. This anxiety reaches its most radical form in the anticipation of the final loss of substance. . . . The human experience of having to die anticipates the complete loss of identity with one's self.⁹

Change is a reminder of one's finitude--that eventually the person will no longer exist. Consequently the experience of change usually produces anxiety. The degree of anxiety will vary depending upon the magnitude of the change.

If anxiety is often a response to change, so also is resistance. It is very evident and obvious that both individuals and groups in present-day society resist all manner of change. Karl Menninger suggests that this resistance is very basic: "it is a force related per-

⁷Mimi Ferlemann, "Maria Pfister, Cross-Cultural Messenger for Community Psychiatry," *Menninger Perspective* (December/January 1970-71), 23-24.

⁸Paul Tillich, *Systematic Theology* (Chicago: University of Chicago Press, 1951), I, 192.

⁹*Ibid.*, I, 197-198.

haps to the inertia discovered by Newton to reside in all matter, a reluctance to change position."¹⁰ Fabun, however, indicates that resistance may occur because of the images a person has, images of the way things ought to be.

We have been taught, for instance, that effect *follows* cause, or that clocks 'keep' time, or that because people disagree with us they are our enemies. These relationships of things to each other are encoded in our nervous systems and we feel quite strongly that they are not to be bent, spindled or mutilated.¹¹

Then when a person meets some new experience which is in conflict with the pattern of how things "ought to be" there must be a restructuring of his understanding to account for this new information. There will be resistance to this restructuring; one resists changes in his assumptive world.

Another way of responding to change is to grieve, to be aware of change as a loss. As previously noted Lindemann has written that response to social change has been found to be mourning and grieving. Parkes cites a study of the relocation of a group of Boston slum dwellers who were interviewed two years after being resettled. Some forty-six percent manifested severe grief reactions.¹²

That change is experienced as loss is, of course, the hypothesis of this paper. Results of interviewing persons who experienced

¹⁰Karl Menninger, Martin Mayman and Paul Pruyser, *The Vital Balance* (New York: Viking Press, 1963), p. 285.

¹¹Don Fabun, *The Dynamics of Change* (Englewood Cliffs: Prentice-Hall, 1967), p. 8.

¹²Parkes, *op. cit.*, p. 108.

change are described in succeeding chapters.

On occasion people respond to change by becoming ill. Holmes, who helped develop the social readjustment rating scale (Chapter II, page 24), has done further research on the way people respond to change. Using the point values developed in the rating scale, he made a study of eighty residents of Seattle, Washington. He found that eighty percent of those who exceed three hundred points of change in a year's time became seriously depressed, suffered heart attacks or had some other serious illness. Of those who had scores of one hundred fifty to three hundred, some fifty-three percent experienced similar difficulties, while only thirty-three percent scoring under one hundred fifty points had such illnesses. Holmes concludes that people ought not to make too many major changes in a short time period if they wish to avoid such physical and emotional illness.¹³

On some occasions the change experience may produce a reaction of shock or crisis. Tyhurst has a fascinating discussion of the development of the term "crisis," citing a work of W. I. Thomas at the beginning of the twentieth century. Thomas wrote:

When influences appear to disrupt habits, when new stimuli demand action, when the habitual situation is altered or when the individual or group is unprepared for an experience, then the phenomenon assumes the aspect of 'crisis.'

A crisis is a threat, a challenge, a strain on the attention, a call to new action.¹⁴

¹³"The Hazards of Change," *Time* (March 1, 1971), 54.

¹⁴W. I. Thomas, *Source Book for Social Origins* (Boston: Badger, 1909), p. 18, as cited by J. S. Tyhurst, in "The Role of Transition States--Including Disasters--in Mental Illness," *Symposium on Preventive and Social Psychiatry* (Washington: U. S. Government Printing Office,

When the change makes such demands upon the person that he finds it very difficult to adapt, a crisis may ensue. Caplan has written considerable about crisis noting that the crisis is not a sign of mental disorder,

but rather the manifestations of adjustment and adaptation struggles in the face of a temporarily insoluble problem. Such problems have usually consisted of novel situations that the individual has not been able to handle quickly with his existing coping and defense mechanisms. The problems have been both serious and unavoidable, such as the death of a loved person; loss or change of a job; a threat to bodily integrity by illness, accident or surgical operation; or change of role due to developmental or sociocultural transitions, such as going to college, getting married, and becoming a parent.¹⁵

Caplan suggests that a variety of kinds of changes in a person's life may precipitate a crisis.

Most of the categories used up to this point in describing responses to change have been on the negative side. Anxiety, resistance, grieving, illness-crisis all connote some sort of pain or discomfort as a result of experiencing change. There are other responses, however. Change may be the catalyst for growth. Tyhurst again refers to Thomas' ideas on crisis:

. . . that which is disorganizing from the standpoint of traditional norms may have the germs of a new type of organization, a new definition of the situation which in turn may be accepted and become a part of the culture.¹⁶

1957), p. 158.

¹⁵Gerald Caplan, *Principles of Preventive Psychiatry* (New York: Basic Books, 1964), p. 35.

¹⁶Thomas, *op. cit.*, p. 157.

The significance of 'crisis' lies in the fact that it may produce a fundamental outlook, a principle of life organization, which is incorporated into the culture on the one hand and the personality on the other. The reaction to crisis often develops a far-reaching definition, a base line from which a variety of other situations are viewed. Thus in personal and social development, crisis is a catalyst, disturbing old habits, evoking new responses, and becoming a major factor in charting new developments.¹⁷

Although Thomas is referring to crisis as the "catalyst" for something new, this is applicable also to change. Tyhurst observes that these events need to be seen "as an opportunity for growth."¹⁸ He appropriately suggests:

Signs of psychological distress--somatic, emotional or intellectual--are thus not necessarily equivalent with that person's being a case of mental illness. It means that the individual is growing and developing.¹⁹

Tyhurst notes also that unfortunately such distress is usually seen by others as a symptom of illness and not as an opportunity for the person to grow and become stronger:

What we call illness is also an opportunity for growth however severe the impasse may appear. Too often, with its emphasis upon symptomatic treatment, present-day psychiatry denies the patient this opportunity. Relief of distress is the first obligation of the physician, and this is the justification for much symptomatic treatment. Too much of our symptomatic treatment goes beyond the relief of distress to a single-minded campaign to get rid of symptoms at any cost, including the opportunity for the individual to benefit from his troubles by dint of personal growth and development in relation to the problem.²⁰

¹⁷ *Social Behavior and Personality*, Volkhart, E. ed., "Contributions of W. I. Thomas to Theory and Social Research" (New York: Social Science Research Council, 1951), pp. 12-14, as cited by Tyhurst, *op. cit.*, p. 158.

¹⁸ Tyhurst, *op. cit.*, p. 161.

¹⁹ *Ibid.*

²⁰ *Ibid.*, p. 164.

Therefore, change can be viewed as an opportunity, an occasion for stretching the person experiencing stress. Growth, development, the opening of new frontiers, this too may be an appropriate response to change.

Those major changes which Parkes calls "Psycho-social Transitions" evoke and elicit a wide variety of responses. Thus kinds of change and the individual's response to change are essential elements in the nature of change.

CHAPTER V

METHODOLOGY

1. SELECTION OF SUBJECTS

The hypothesis of this study is that persons experience major change in their lives as loss. To explore this proposition clinically three groups of ten persons were interviewed, persons who had experienced a major change in their life. The three groups had experienced grief, unemployment or employment in a new position.

The grief group consisted of ten individuals who had lost their spouse in death. This group was necessary as a base against which the experiences of the other groups could be compared. Death of spouse was the form of death chosen because it is the life event requiring the greatest readjustment according to the Holmes and Rahe study cited previously.¹

The negative change group was composed of ten persons who had been unemployed. This kind of change would usually be expected to be a loss experience. The positive change group consisted of ten persons who had been employed in a new position. Normally this type of change is thought to be a positive one. Thus both a negative and positive type of change can be compared to the grief group.

¹Thomas H. Holmes and Richard H. Rahe, "The Social Readjustment Rating Scale," *Journal of Psychosomatic Research*, XI (1967), 216.

These three groups were selected for two reasons. First, interviewees were selected partly because they were available to the author of this study. Secondly, they all were included in the rating scale cited above:² death of spouse with a mean value of 100, fired at work with a mean value of 47 and change to different line of work with a mean value of 36.³ Although the change to a different line of work is not exactly equivalent to being employed in a new position, it is close enough for the purposes of this study.

Locale and Source of Sample

Since the respondents were all to be interviewed personally by the author, it was deemed appropriate to limit the geographical area covered. Hence all subjects interviewed lived in Southern California. Furthermore nearly all resided in the San Gabriel-Pomona Valley of Southern California.

Names of persons to be interviewed came from several sources. Those for the grief group were taken from the obituary section of a local newspaper. Unemployed persons were contacted through a chapter of Experience Unlimited, a self-help group for jobless individuals most of whom had worked in aerospace industries. Some names were also obtained through the Los Angeles County Department of Public Social Services, but it was discovered that the interview schedule was too

²See Chapter II, page 24 for abbreviated list.

³Holmes, *op. cit.*

verbal and complex for these persons to understand. Consequently only one of the subjects from this source could be utilized in this study. Names for those who had been employed in a new position were obtained from the alumni office of a college located in the prescribed geographical area. In the new employees group some names were obtained from persons being interviewed who volunteered the name of someone they knew who had taken a new job.

Criteria for Selection

There was really only one criteria used in selecting respondents. The change must have occurred one to one and one-half years prior to being interviewed. Since all respondents were interviewed in November, December and January of 1971-72, the change was to have happened during 1970. This was true of all the respondents except one who had become unemployed in 1969. This was not discovered until the interview was already in process. Because of the difficulty of obtaining unemployed interviewees, this interview was used nevertheless.

The time of one to one and one-half years was used to give persons who had experienced a change adequate time to manage and deal with the change. This enabled the interviewer to explore with the respondent just how he or she had coped with and handled the change. This study, therefore, is a retrospective one, as each respondent was asked to recall and remember the events of the change and his response to that change.

One further criteria was used in a general way by the author.

The newspaper obituaries usually gave the age of the deceased, but not that of the surviving spouse. Consequently there was no way of knowing just how elderly these potential respondents might be. Insofar as was possible, the author of this study did not want to interview persons who might be so elderly as to be unable to respond adequately to the interview questions. This was possible, and the eldest person interviewed was 71. All were quite able to answer.

2. THE INTERVIEW INSTRUMENT

Choice of Interview Method

The interview method of research was selected for several reasons. First, the interview approach enabled the interviewer to really explore in depth the meaning and significance of the change to the respondent. This is not possible with a questionnaire, but an interviewer can explore hunches and hints that develop in the very process of the interview session. The respondent may allude to something in a vague way and this can only be explored more fully through the use of an interview.

Another reason for using interviews was the exploratory nature of this research. As stated previously (pages 5 and 6), this study has attempted to discover some of the variables involved in loss and change. These variables might then be tested in later research. Interviewing is best suited to such an exploratory study.

Development of Interview Schedule

The author had hoped to discover a usable instrument for measuring the grief response, one that could be adapted to measuring other forms of change. Such an instrument was not found, so the interview schedule used in this research had to be formulated. It was developed after an extensive review of the literature and after consultation with various authorities in the field. The work of Peter Marris was helpful in organizing the sequence of the schedule. He began his interviews with more general, practical, everyday matters. "Only later in the interview when they were more at ease, did I invite them to describe their grief."⁴ A similar approach was used in this present study.

The Multiple Affect Adjective Check List⁵ was used because it quickly and easily measures anxiety, depression and hostility, three emotions that have been identified as being normal responses to grief. Bradburn's studies⁶ on happiness were useful in developing this interview outline. His list of positive and negative feeling questions was used,⁷ and his questions asking about the degree of happiness⁸ were adapted for this research. The three grief stages of impact, recoil

⁴Peter Marris, *Widows and Their Families* (London: Routledge & Kegan Paul, 1958), p. 13.

⁵M. Zuckerman and B. Lubin, *Manual for the Multiple Affect Adjective Check List* (San Diego: Educational & Industrial Testing Service, 1965).

⁶Norman M. Bradburn, *The Structure of Psychological Well-Being* (Chicago: Aldine, 1969).

⁷*Ibid.*, pp. 56, 267.

⁸*Ibid.*, p. 269.

and recovery described in Chapter III were the framework for developing questions in those areas. The interview schedule concluded with a list of coping devices used and various other questions about the overall impact of the change experience. Although the interview outline appears lengthy, most interviews were not long. A few took nearly two hours, but most were completed in sixty to ninety minutes.

Pretesting

The interview schedule was pretested with three interviews, one from each group. Each of these was completely transcribed and analyzed. As a result several changes and additions were made to both the general information section and the list of coping devices. Several questions were reworded for the sake of clarity. The interview form was also reorganized so that responses to questions could be recorded more clearly and so that the interviewer could follow the outline easily.

Administration of Interview Schedule

Letters were individually typed and mailed to each potential respondent. Because of refusals from those initially contacted the letter was revised twice. The third form of the letter proved satisfactory in obtaining the necessary respondents. This process of revising the letter is described more fully in Appendix C.

Several days after the letter had been mailed, a telephone call was made to arrange a time and place for the interview that was

convenient to the interviewee. Some interviews were held in the office of the interviewer, others in the home of the respondent, while some occurred at his or her place of work.

Response

The response of the persons contacted for interviews is summarized in the following table.

TABLE I

RESPONSE TO LETTERS REQUESTING INTERVIEW

Group	Letter*	Number Inter- viewed	Refused Inter- view or Failed to keep App.t	Unable to Follow-up	Total Letters
Unemployed	L ₁		1		1
	L ₃	10	4	6	20
	Sub-total	10	5	6	21
New Job	L ₃	10	1	2	13
Grief	L ₁		3		3
	L ₂		3		3
	L ₃	10	4	2	16
	Sub-total	10	10	2	22
TOTAL Letters		30	16	10	56

*Henceforth L₁ refers to Letter One, L₂ to Letter Two, L₃ to Letter Three; these Letter revisions can be found in Appendix D.

A total of fifty-six letters were mailed to the potential respondents in the three groups. The New Job group had the highest

percentage of response with only thirteen letters sent to obtain the necessary ten interviews. In some cases the contact was not usable. Some letters were returned; some people had moved and it was not possible to locate them. However, the refusals constituted a larger group. In the grief category the majority of the refusals were to L_1 and L_2 , the first two forms of the letter, and the refusals to L_3 were the same in both the grief and unemployed groups. Most of the refusals were direct ones and only two refused indirectly by failing to keep the appointment for the interview. Refusals came in a variety of ways: too busy, didn't want to talk about it, the change experience was too difficult to discuss, etc.

It is worth noting that for both the Unemployed and the Grief group it took twenty-two and twenty-one letters respectively to obtain the necessary respondents. The similarity of refusals is also significant because both of these forms of change are usually thought to be loss kinds of experiences. Of the total number of persons actually contacted by the letters, forty-six to be exact, thirty or sixty-five percent actually agreed to participate. However if one subtracts from this total those persons who refused and who received L_1 and L_2 , then only nine persons refused in response to L_3 . This means that 76.9 percent of those who received L_3 agreed to participate in the study. This is significantly higher than sixty-five percent. All but one of the refusals were in the grief and unemployed groups.

3. METHOD OF ANALYZING DATA

The data from the interviews was analyzed in several different

ways. Those responses which could be statistically analyzed were handled through the use of analysis of variance, the Tukey procedure for probing differences, and the Chi square contingency table. The choice of statistical tools was made by Harry Coffey, consultant in experimental design at the Institute for Educational Computing of the Claremont Colleges, Claremont, California.

The use of statistical tools can determine with known uncertainty whether or not the various groups included in this study differ from each other significantly. Known uncertainty is the probability of claiming that a difference exists when in fact none does. However, there are no such tools available which can ascertain with equal certainty whether or not these same groups are similar. All that can be said is that in some instances the groups would appear to be similar. Where the data seems to indicate similarity, this will be so stated, but it is important to note that the degree of certainty is less than in determining differences between groups.

Each interview was recorded on tape. Following the interview this recording was replayed and those parts selected for transcribing were all responses to open-ended questions as well as other portions of the interview which seemed pertinent or significant to the study.

CHAPTER VI

PRESENTATION OF DATA

The basic hypothesis being explored in this study is that persons involved in a major change in their lives experience that change as a loss. The interview results are presented in this chapter. Those findings which could be analyzed statistically are presented in Part One, and the results of the examination of the remaining data are set forth in Part Two. Appendix B contains the interview schedule used to collect the information.

1. STATISTICAL ANALYSIS OF FINDINGS

Multiple Affect Adjective Check List

Each respondent filled out the Multiple Affect Adjective Check List (hereinafter referred to as MAACL) twice, once describing his feelings at the time of the interview, and once describing how he felt right after the change event had occurred. The mean scores, standard deviations, and analysis of variance is presented in Table II. The MAACL measures three affects: anxiety, depression, and hostility.

All scores were non-significant, that is all of them had a probability of greater than .05. This means that none of the groups were significantly different from each other in any of the test scores. There are some differences, which although non-significant are interesting. At the time of the change, new job respondents were somewhat

more anxious and less depressed than either of the other two groups, the grief group was most depressed of the three and the unemployed the most hostile and the least anxious. When comparing the scores at the time of the interview, the grief group was more depressed, the new job category least depressed and least anxious.

However, this research has been concerned about how the groups are similar. One method of determining possible similarity of scores suggested by the consultant to this study is as follows. If two means differ from one another by less than the larger of the two standard deviations, then one can talk about the two groups being similar. For example if one compared the anxiety scores at the time of the change, the difference between 10.10 for the unemployed and 13.40 for the new job is 3.30. This is less than the larger standard deviation of 6.87.

Using this approach and subtracting the smallest mean from the largest mean of the three given scores and comparing it with the largest standard deviation, then all of these MAACL scores can be said to be similar.

Two other observations can be noted. Generally there is more variation in all of the scores on the MAACL right after the change than there is in the scores of the respondent's feelings at the time of the interview. The one exception is the depression scores at the time of the interview where there is a spread because the grief group score remains higher.

TABLE IIa

MULTIPLE AFFECT ADJECTIVE CHECK LIST

MEANS AND STANDARD DEVIATION

Affect		Grief		Unemployed		New Job		Greatest Mean Spread
		Mean	Std.Dev.	Mean	Std.Dev.	Mean	Std.Dev.	
Right after change	Anxiety	11.20	2.93	10.10	6.87	13.40	4.50	3.30
	Depres- sion	24.70	4.596	20.20	11.72	18.00	9.58	6.70
	Hostil- ity	10.80	3.65	12.70	8.33	11.10	5.76	1.90
At time of inter- view	Anxiety	5.70	4.27	5.60	6.31	4.60	2.50	1.10
	Depres- sion	13.30	9.19	9.30	10.05	8.50	2.84	4.80
	Hostil- ity	5.80	3.39	5.10	5.28	5.80	3.01	.70

TABLE IIb

ANALYSIS OF VARIANCE SUMMARY

Affect		Mean Square		F	Significance
Right after change	Anxiety	28.23		1.113	n.s.
	Depression	116.64		1.399	n.s.
	Hostility	10.43		.27	n.s.
At time of inter- view	Anxiety	3.70		.173	n.s.
	Depression	66.13		1.026	n.s.
	Hostility	1.63		.101	n.s.

Happiness Indicators

Five questions were used in the interview to seek to assess the happiness of those being interviewed. Four of the five questions were adapted from Bradburn.¹ One question asked the respondents to directly describe how happy they were at the time of the interview. Another asked them to compare their present feelings of happiness with those four or five years ago, while a third question sought a comparison with their feelings right after the change event. In addition they were asked about wanting to change the way their life was going, and how well they thought they were doing in getting the things they wanted from life. Responses to these five questions are recorded in Table III.

A statistical analysis of these questions was not possible because of the small size of the sample. Nevertheless the following observations are in order. Two-thirds of the respondents reported they were pretty happy, with the new job group the happiest and the unemployed the least happy at the time of the interview. When considering how they were feeling four or five years ago, the grief respondents were happiest then, a majority of the unemployed were happier then, and a majority of new job persons were happier now. An examination of their feelings right after the change reveals that two-thirds of all those interviewed are happier now, most of these being grief and new job

¹Norman M. Bradburn, *The Structure of Psychological Well-Being* (Chicago: Aldine, 1969), p. 269.

TABLE IIIa
HAPPINESS INDICATORS

Group	Feeling These Days			Feeling 4 or 5 Years Ago and Now			Feeling Right After Change and Now		
	Not Very Happy	Pretty Happy	Very Happy	Happier Then	About Same	Happier Now	Happier Then	About Same	Happier Now
Grief	2	8	0	9	1	0	1	2	7
Unemployed	4	6	0	6	2	2	5	0	4
New Job	0	6	4	1	3	6	0	1	9
TOTALS	6	20	4	16	6	8	6	3	20

TABLE IIIb

HAPPINESS INDICATORS

Group	Way Life Going Continue-Change			When Think of Things Want from Life		
	Continue Some Way	Change Some Parts	Change Many Parts	Not Doing Too Well	Doing Pretty Well	Doing Very Well
Grief	3	6	1	0	7	3
Unemployed	1	5	4	4	5	1
New Job	2	8	0	0	6	4
TOTALS	6	19	5	4	18	8

respondents. More of the unemployed were happier than.

The question about continuing life the same or changing it elicited almost a two-thirds response over all to changing some parts of their life. The unemployed were the largest group wanting to change many parts. When asked how they thought they were doing in getting the things they wanted from life, a majority felt they were doing pretty well. More of the unemployed felt they were not doing too well. An examination of all three groups in their response to all five questions seems to indicate that the new job persons were the happiest and most satisfied, and the unemployed were the least happy and least satisfied.

Positive and Negative Feelings

One section of the interview sought to assess the respondents' positive and negative feelings. Ten general questions, five of them measuring positive feelings and five measuring negative feelings, were used. (For questions asked, see Appendix B.) As stated previously these 10 questions were taken from Bradburn's studies on happiness.² The mean positive and negative feeling scores have been compiled in Table IV.

The new job group had the highest positive feeling score and the unemployment had the lowest. The negative feeling scores are very similar with new job slightly higher.

²*Ibid.*, pp. 56, 267.

TABLE IV
MEAN POSITIVE AND NEGATIVE FEELING SCORES

Group	Positive Feeling	Negative Feeling
Grief	3.1	1.6
Unemployed	2.2	1.6
New Job	4.3	1.9

Impact Responses

The interview section covering the Impact stage included five questions which were tabulated statistically. Four of those questions dealt with the respondent's feelings right after the change had occurred. The respondent was asked about numbness, stunned or shocked feelings, whether he experienced any suspended sensations, if he found it difficult to accept what had happened (denial), and if he had experienced physical sensations like weakness, poor digestion, shortness of breath, etc. The fifth question asked if the respondent had discussed his feelings with anyone.

The responses to these five questions along with the Chi Square score is tabulated in Table V. All scores were non-significantly different. However, the first question about numbness or stunned feelings was close to being significant. New job respondents seldom experienced shock whereas both the grief and unemployed groups had a majority who did.

TABLE V

IMPACT RESPONSES

	Stunned		Suspended		Denial		Physical Sensations		Talk to Anyone	
Group	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Grief	7	3	4	6	4	6	3	7	4	6
Unemployed	6	4	3	6	2	8	3	7	7	3
New Job	2	8	2	8	3	7	6	4	8	2
χ^2	5.60		.96		1.36		2.50		3.73	
	*n.s.		n.s.		n.s.		n.s.		n.s.	
	(close to significant)									

$$*\chi^2 .95 = 6.0$$

Several observations might be noted. Responses to the suspended question were similar with new job respondents experiencing less of this suspended feeling. Denial answers all had a similar pattern, whereas the new job group seemed to have more physical sensations. Both the unemployed and new job respondents talked more about their feelings than did those in the grief group.

Recoil Responses

That portion of the interview covering the Recoil stage contained four questions which were tabulated statistically. These questions sought to discover the respondent's experience during the

period after the initial impact had receded. Each was asked if he/she had gone through a time of turmoil and restlessness, if he/she had felt or imagined himself/herself back before the change had occurred, if he/she wanted to be taken care of, and whether he/she preferred to be alone or with others. One question asked the interviewee to choose between different kinds of feelings and responses: talkative or quiet, angry or calm, irritable or peaceful.

The responses to these questions along with the χ^2 is tabulated in Table VI. All scores were non-significantly different with none of the scores even being close to a $\chi^2 .95 = 6.0$. A further examination of the table indicates the following observations. Those in the grief group experienced a little more turmoil, several more wanted to go back before the change, and a few more wanted to be taken care of. Unemployed persons were somewhat more angry and irritable, and more of them wanted to be alone. Those in the new job category felt less turmoil and restlessness, were more talkative and tended to want to be with others more.

Recovery Responses

There were four questions in the Recovery section of the Interview which could be tabulated statistically. Respondents were asked if things were getting back to normal, whether or not they were living differently than before the change, if they had had to build a new life, and whether or not they had accepted the change. Responses and the χ^2 are tabulated in Table VII. Differences in the first three questions

TABLE VIa

RECOIL RESPONSES

Group	Turmoil and Restlessness		Go Back Before Change		Taken Care Of	
	Turmoil	No	Before Change	No	Care of	No
Grief	6	4	4	6	3	7
Unemployed	5	5	2	8	2	8
New Job	3	7	2	8	1	9
χ^2	1.87		1.36		1.25	
	n.s.		n.s.		n.s.	

TABLE VIb

RECOIL RESPONSES

Group	Feelings						Above or With Others	
	Talk-ative	Quiet	Angry	Cal-m	Irri-table	Peace-ful	Above	With Others
Grief	5	4	1	9	3	6	4	6
Unemployed	5	5	3	7	6	4	5	5
New Job	8	2	1	9	4	6	2	8
χ^2	2.14		1.92		1.50		2.00	
	n.s.		n.s.		n.s.		n.s.	

TABLE VII

RECOVERY RESPONSE

Group	Back to Normal		Living Differently		Build New Life		Accepted Change		Unemployed - Re-Employed			
	Normal	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Grief	8	2	3	7	7	3	10	0	2	3	3	2
Unemployed	7	3	5	5	6	4	5	5				
New Job	10	0	7	3	4	6	9	1				
χ^2	3.36		3.20		1.90		8.75					
	n.s.		n.s.		n.s.		*p < .05					

* χ^2 .95 = 6.0

were all non-significant, but there were significant differences in the responses to acceptance of the change.

All the grief group members and all but one of the new job respondents had accepted the change; but only half of the unemployed indicated such acceptance. This might be expected since half of the unemployed group had become at least partially re-employed. However, a closer inspection reveals these two sub-groups fairly evenly divided in their acceptance or non-acceptance of the change.

In examining the other questions all of the new job members indicated a return to normal with the grief and unemployed persons less recovered. Grief and new job groups were opposite in whether or not they were living differently. More grief and unemployed persons said they had had to build a new life while new job responses tended in the opposite direction.

Length of Stages

One of the questions asked about each of the three stages, impact, recoil and recovery, was how long the stage had lasted. In addition all respondents were asked when the recovery stage began. The mean scores, standard deviations, and analysis of variance is presented in Table VIII.

There were no significant differences between groups in the length of either the impact or recoil stages. Using the method of comparing the difference of mean scores with the highest standard deviation, (a method described on page 66) the three groups can be

TABLE VIII

LENGTH OF STAGES IN MONTHS

A. MEANS AND STANDARD DEVIATIONS

Time Stages	Number of Responses	Grief		Unemployed		New Job		Greatest Mean Spread
		Mean	S.D.	Mean	S.D.	Mean	S.D.	
Length of Impact Stage	27	1.64	1.43	3.70	5.76	1.91	1.80	2.06
Length of Recoil Stage	18	3.40	4.98	9.57	6.05	5.17	3.76	6.17
Length of Recovery Stage	5			Not enough for valid analysis		valid analysis		
Time to Beginning of Recovery in Months	30	4.40	4.81	13.50	10.72	7.60	5.64	

B. ANALYSIS OF VARIANCE SUMMARY

Time Stages	Mean Square		F		Significance
Length of Impact Stage	11.512		.814		N.S.
Length of Recoil Stage	62.265		2.396		N.S.
Length of Recovery Stage			Not enough for valid analysis		
Time to Beginning of Recovery in Months	213.10		3.762		*

*p < .05

said to be similar in the length of the Impact stage. Using this same method they cannot be said to be similar in the length of the Recoil stage. In both of these stages the unemployed time is longer.

Most respondents indicated that the recovery stage was open-ended; only five said it was finished--and five is not a large enough response for a valid analysis. There were significant differences between the groups in the time to the beginning of recovery. It was 13-1/2 months before the recovery stage began for the unemployed, whereas it was 4.4 months and 7.6 months for the grief and new job groups respectively.

Coping Devices

Near the end of the interview each person was handed a list of coping devices and asked to check those which he or she had found helpful in getting through the change. Several respondents indicated they had used other methods in coping with the change, and so these have been added to the original list of twenty-three. The responses of the three groups have been compiled in Table IX. Those coping devices used four or more times by one of the groups have been designated * and those used ten or more times by all three groups have been indicated **.

Eight of the coping devices were used ten or more times. They are as follows:

TABLE IX

COPING DEVICES AND DEFENSE MECHANISMS

	<u>Grief</u>	<u>Unem- ployed</u>	<u>New Job</u>	<u>Total</u>
1. Eating	4*	1	4*	9
2. Smoking	2	4*	3	9
3. Drinking alcoholic beverages	1	2	1	4
4. Taking medication, aspirin, etc.	2	0	1	3
5. Laughing	1	1	2	4
6. Crying	4*	1	3	8
7. Swearing	0	2	2	4
8. Boasting	0	0	0	0
9. Getting angry, blowing your top	2	4*	5*	11**
10. Sleeping	3	4*	0	7
11. Talking it out	3	4*	5*	12**
12. Thinking it through	8*	7*	6*	21**
13. Physical exercise	5*	3	3	11**
14. Daydreaming	2	4*	4*	10**
15. Working hard	8*	3	5*	16**
16. Acting opposite of what you really felt	2	3	3	8
17. Acting as though the change had never happened	1	3	1	5
18. Not thinking about the change	1	5*	1	7
19. Blaming someone else	1	1	3	5
20. Getting someone else to tell you what to do	0	2	2	4
21. Trying to figure out a reason why it happened	5*	5*	4*	14*
22. Blaming yourself for what happened ...	0	3	3	6
23. Religion, Church, Prayer, etc.	6*	4*	2	12*
24. Nervous cough	1	0	0	1
25. Not drinking as much	1	0	0	1
26. Walk	1	0	0	1
27. Lack of sleeping	0	0	1	1
28. Reading	0	0	1	1
29. Singing, dramatic play	0	0	1	1
30. Escape mechanisms; movies, T-V, Books	0	1	0	1

*Frequency of 4 or more

**Frequency of 10 or more

Thinking it through	(21)
Working hard	(16)
Figuring out a reason	(14)
Talking it out	(12)
Religion, Church, Prayer	(12)
Angry, blowing your top	(11)
Physical Exercise	(11)
Daydreaming	(10)

Only one of the coping devices was not checked at all, boasting.

Those in the grief group used two other methods four times or more: crying (4) and eating (4). It is interesting to note that four devices were used less in the grief group than the others: talking it out (3), getting angry (2), daydreaming (2), and swearing (0).

The unemployed used three methods not in the ten or more list. They were: not thinking about the change (5), smoking (4), and sleeping (4). Two methods they used much less than other groups were crying (1) and eating (1).

Members of the new job group only used eating (4) in addition to those in the ten or more list. Methods they tended to use less were: religion, church, prayer (2), and sleeping (0).

Concluding Section

The last section of the interview schedule had four questions which were tabulated statistically. The first asked if they would have done anything differently if they had to repeat the change

experience. The second question asked them to categorize the over-all impact of the change; was it positive, negative or both; growth or other. The growth and other categories were tabulated separately. Then they were asked if they were as close to their friends and relatives as before, and if they had made new friends.

The statistical analysis of these questions and the corresponding χ^2 is found in Table X. Only the first and last questions contain any significant differences, and both of these must be viewed with caution. This is because the expected frequency in a contingency table must be at least five before the χ^2 can be accepted as significant. The small size of the sample in this research, 30 respondents, sometimes causes the frequency to be lower than five. In the first question half of the cells have a frequency of 4 and in the last question half of the cells have a frequency of 2.3, so these two questions might have significant differences with a larger sample; here any difference must be considered with caution. In the first one the grief group appears to be different than the others; that is they would not have done anything differently. In the last question the majority of grief respondents had not made new friends while all the members of both other groups had.

The analysis of the other two questions is not valid. The question describing the kind of experience has too many cells for the size of the sample, and the question about closeness to friends and relatives has half of the cells with only a frequency of one. A closer examination of the table reveals that more grief group members felt the change was negative, and more of them felt it was growth than did the

TABLE X

CONCLUDING ITEMS

Group	Done Anything Differently?		Kind of Experience?				Kind of Experience?			Close to Friends & Relatives		Made New Friends	
	Yes	No	No Re-sponse	Neg.	Pos.	Both	No Re-sponse	Growth	Other	Yes	No	Yes	No
Grief	0	10	4	4	0	2	3	5	2	7	3	3	7
Unemployed	6	4	1	3	2	4	7	3	0	10	0	10	0
New Job	5	5	3	0	7	0	2	8	0	10	0	10	0
χ^2	*8.89952 Significant with caution		**N.G.				**N.G.			**N.G.		*18.260 Significant with caution	

* χ^2 .95 = 6.0

**When expected frequency is less than 5 (row x col ÷ total) then results are not valid.

unemployed. However, more of the unemployed felt the experience was both negative and positive, and more new job respondents felt the change was both a positive and a growth experience. The responses to the question about closeness to friends and relatives revealed some in the grief group were not as close while all the members of both other groups were just as close as before the change.

Demographic Data

At the beginning of the interview each respondent was asked a number of general questions about his or her living situation. The responses to these questions have been compiled in Tables XI, XII, XIII, and XIV. Analysis of variance was done on two of the questions and X^2 on the remainder.

Table XI includes the length of employment and the age of respondents along with the analysis of variance. Nothing can be deduced from the results of the length of employment because of the wide standard deviation. It is interesting to note that the new job group appears to have had the shortest length of employment and the grief group the longest.

There are significant differences among the groups, however, when the age of interviewees is examined. Grief and unemployed respondents do not differ from one another significantly, but both of them are significantly older than the new job members, some 19-25 years older.

Table XII presents the data about gender, marital status and

TABLE XI

LENGTH OF EMPLOYMENT AND AGE OF INTERVIEWEES

A. MEANS AND STANDARD DEVIATIONS

Demographic Item	Grief		Unemployed		New Job	
	Mean	S.D.	Mean	S.D.	Mean	S.D.
Length of Employment in Months	67.60	129.291	40.40	72.480	17.467	65.251
Age of Interviewee in Years	55.30	8.718	49.10	8.306	30.40	11.51

B. ANALYSIS OF VARIANCE SUMMARY

Demographic Item	Mean Square	F	Significance
Length of Employment in Months	S.D. too wide for analysis		
Age of Interviewee in Years	1680.233	18.165	**

**p. < .0001

TABLE XII
GENDER, MARITAL STATUS AND EMPLOYMENT OF SPOUSE

Group	Gender		Marital Status					Spouse Working		
	Male	Female	Single	Married	Divorced	Widowed	Remarried	Single	Yes	No
Grief Unemployed New Job	3	7	0	0	0	9	1	0	6	4
	9	1	2	7	1	0	0	2	4	4
	5	5	2	8	0	0	0	2	7	1
χ^2	7.60181*		Too many cells for analysis N.S.					Too many cells N.S.		

* $p < .05$

TABLE XIII

RELIGION

Group	Church Member		Active Member		Religious Affiliation			
	Yes	No	Yes	No	Protestant	Catholic	Jewish	Other
Grief	6	4	4	6	6	1	1	2
Unemployed	6	4	4	6	2	4	1	3
New Job	6	4	3	7	6	1	0	3
χ^2	.000 N.S.		.28708 N.S.		Too many cells for size of sample			

TABLE XIV
OTHERS IN HOUSEHOLD AND NUMBER OF CHILDREN UNDER 21

Group	Number Others in Immediate Household						Number Children Under 21					
	0	1	2	3	4	6	0	1	2	3	4	5
Grief Unemployed New Job	4	3	2	0	1	0	7	1	1	0	1	0
	2	4	0	1	2	1	4	2	2	1	0	1
	2	5	1	2	0	0	7	1	2	0	0	0
Totals	8	12	3	3	3	1	18	4	5	1	1	1
χ^2	Too many cells for size of sample											

employment of spouse. There are significant differences between the groups concerning gender. Most of the grief group were women, all but one of the unemployed were men and new job members were evenly divided. The other two categories that of marital status and employment of spouse could not be analyzed statistically because of the small size of the sample. It is of interest that most of the unemployed and new job respondents were married. Employment of spouse data reveals that in the majority of the grief and new job members the spouse was working or had been working. The unemployed were evenly divided with four in each category.

Table XII contains information about the religious activities of the respondents. All three groups were identical as to whether or not they were church members. All groups were similar in that the majority of them were inactive church members. Their religious affiliation was more varied. Grief and new job persons were mostly Protestant, whereas only two of the unemployed were Protestant. Unemployed made up the largest number of Catholics. The "other" category includes agnostic, and those who simply had no church connection or affiliation.

Table XIV presents data about the number of other persons in the immediate household and the number of children under 21. The grief group has the largest number alone in the home. The most numerous for the other two groups was just one person in the immediate household.

When considering the number of children under 21, the grief and new job groups each had seven members living without any children under 21, with only four unemployed in the same category. Most of the rest

of the respondents had one or two children under 21.

2. FINDINGS FROM OPEN-ENDED QUESTIONS

As stated in Chapter V the interview method was chosen both because of the exploratory nature of this research and because it allowed the interviewer to explore in depth the experience of the respondents. Consequently a number of open-ended questions were included in the interview to further this exploration. The task of this part of Chapter VI is to present the data discovered in response to those questions.

It is impossible to present all the varied information contained in hundreds of pages of interview transcriptions. Nevertheless, certain themes and impressions do emerge and are presented in the remainder of this chapter.

Impact Reactions

The first open-ended question asked each respondent to tell what it had been like immediately after the change event had occurred. Responses to this question cluster themselves under a number of themes.

1. *Sense of challenge, struggle, keeping active and busy, relief.* Many in the grief group felt the responsibility they now had and a realization it was now on their shoulders to carry: "You keep on going; you have a family and a job and you just keep going." "You've got to learn how to get out and do things." " . . . learning to do things on my own, and to take all the responsibility that I shared with

him." "You're alone now, and you have to face it and go ahead."

" . . . square my shoulders and just fight on."

The bereaved also kept busy: "I have a very full schedule."

"I have a great big place, and I have all these things to take care of, and I was just busy." "You've got to have some kind of pastime. You've got to get out and do things that way." "You could find many things to do to get your mind off it."

Some in the grief group felt a sense of relief. This was true if the deceased had been ill for some time: "When he died, we really all felt relieved." " . . . it was a relief . . . everyone was just hoping that he would not suffer any longer."

Several of the unemployed who were trying to develop a new job for themselves also experienced a sense of challenge and excitement: "I have to have a challenge and this has been a challenge from all aspects . . . even exciting, and I've grown a lot; I've learned a lot." "I always create excitement to keep on going." Another noted, " . . . my goal is more than what I'm doing now."

For some of the unemployed being laid off was even a pleasure: " . . . really a sense of relief. I wasn't too happy with the job I had to start with." "I just thought well, I may be called back so I'm just going to enjoy myself . . . I really enjoyed being off." Several also noted that they did not worry much about losing their job: "The first month or two months you're really not worried." " . . . I was thinking . . . I would get into some other area of interest. In fact I wasn't concerned at all at that time." " . . . and I enjoyed the

layoff, believe it or not."

Quite a number of the newly employed initially experienced excitement and anticipation in their new work: "I started enjoying it right off the bat." " . . . ecstatic about getting the job. I was going to change the world." "I was really excited about having a job and being a teacher." "I was told when I was there three days that it would be a year before I'd be able to contribute, and that's a challenge, you know."

Another felt the responsibility of his new position: "great impact of responsibility . . . I set a lot of high goals . . . you know you're doing good, but you can do even better yet."

2. *Apprehension, fear of the unknown, unfamiliarity.* The feeling of fear was expressed by several bereaved: "Oh, I was scared . . . And the kids, I had to worry about them now." " . . . overwhelmed. I remember having the feeling of feeling like I was an old man." "I was frightened; I was afraid; . . . I felt insecure physically, which was silly."

Nearly all of the unemployed experienced anxiety and fear: "I got very self-conscious of everything I did . . . I felt I was being judged constantly, like I was on trial." "You get some little panic . . . you try to rush over to all kinds of places to find out if you can get a job." " . . . bit of anxiousness." " . . . started worrying." "Yes, you lose your self-confidence." "There is going to come a day when I'm going to be up against it. And then I keep thinking well, then, what will I do then?" "I was worried, really

worried."

Likewise nearly all of the newly employed also experienced apprehension and nervousness: "apprehensive as to your ability to be able to carry out these little points here and there." "I was extremely nervous at first . . . because I'm concerned about doing everything right." "I felt kind of under the gun." "I was very apprehensive because I didn't know what kind of situation I was getting into." "I was afraid. I thought teaching wasn't for me and all these years were wasted. . . . I just was really discouraged." "I was very apprehensive . . . it was me I was worried about. Whether they would accept me and understand me." "It really was a painful time." "It was things that I wasn't used to coping with and didn't know how to."

3. *Depression, rejection, guilt, loneliness, nerves.* Several grief group respondents mentioned the loneliness as being most difficult to manage: "I was always used to being with someone . . . and then all of a sudden that awful void to go back to was something I had never experienced before . . . it was something you had to wake up with in the morning and go to bed with at night." " . . . very lonely for me coming here (home)." One of the bereaved experienced a delayed reaction that did not occur until almost 6 months later: "I got to where I couldn't sleep at night . . . it seemed to me like the job that I was doing was too much for me." It was necessary for this person to quit work for almost 6 weeks.

The unemployed felt more rejection, guilt, self-doubt:

"I couldn't help but feel rejected . . . almost glad to see other people getting laid off because it didn't make me feel so different. . . . I felt just a little bit untouchable in a way . . . it was almost as if I was hated somewhat . . . look into yourself and say, gee, maybe there's something wrong with me."

"It was depressing because I had so much time on my hands."

"I think I began to feel a certain degree of hopelessness."

"It leads to some sort of a feeling that there is a whole group of us that are considered less than 100% essential to any given company at a given time . . . together and alone . . . together and unneeded."

"You sort of lose confidence completely in yourself . . . you just get thoroughly discouraged. . . . You feel guilty when you see all these other people that are working, friends. They ask you, 'Did you get anything today?' and you say, 'No.' And after awhile you sort of run and hide when you see them coming."

As might be expected only a few of the newly employed felt guilty, lonely; depressed.

"I really felt alone."

"I had guilt feelings about leaving the kids. You know, I thought my children will never manage without Mother seeing that they get out the door."

"I had a lot of downs, probably for the first three months."

4. *Shock, numbness, disbelief.* Nearly all of those in the grief group experienced shock and numbness:

"And of course, it was a shock . . . I was crushed almost."

"You don't believe . . . quite a shock."

"You're numb."

"Shock . . . It's sort of a helpless feeling . . . devastating . . . complete void."

"Shock numbs a person . . . you don't know which way to turn . . . (you think) I wish I could die now."

"I must have been in a period of shock, but I wasn't fully aware. . . . I'd call up (a friend) and I said I have to see you, and I'd just shake on the phone. . . . The numbness came after I was able to finally relax."

Quite a number of the unemployed had similar feelings of shock and disbelief:

"I would say for about two weeks I was kind of numb or shocked."

"I had a little shocked feeling."

"You get the shock when you lose a job; it depresses you."

"Development was quite a shock . . . I couldn't believe that ever would happen to me . . . a very traumatic experience . . . stunned."

In contrast only one of the newly employed experienced any shock, which occurred when the job did not turn out to be what he had been told: "I was shocked at what I'd accepted . . . a very big surprise."

5. *Frustration, anger, turmoil, restlessness.* Several of the bereaved felt frustration, restlessness and anger:

"(There was) turmoil and restlessness. On a long Sunday I just jumped out of my skin. Had to find something to do, go some place. . . . I didn't want to be with any of the married friends, but I didn't want to be alone."

"(I felt) I'd like to go downtown and throw a big brick through every big window."

One of the employed noted, "You kind of react with anger rather than numbness and shock," whereas one of the newly employed felt frustration:

"I was a little frustrated because I thought I could do more, I could carry more responsibility than they were giving me. . . . frustrated with not being able to accomplish what I had hoped to accomplish."

Recoil and Recovery Responses

There were two open-ended questions which sought to elicit the kinds of feelings the respondents experienced after the impact stage. Recoil reactions were obtained in response to this question: "After we have a major change and the first reactions are over, it may be that some of our feelings change. I would like for you to tell me in your own words what it was like after this initial impact." To find out what it was like during the recovery period, they were asked: "At some point in our reactions to a major change, we usually begin to adjust to it, we get through it and begin to live more or less normally. . . . Would you tell me what it has been like more recently?"

The responses to these two questions again tended to cluster around certain themes, themes evident in replies to both questions.

1. *Frustration, anger, turmoil, restlessness, worry.* This theme was much more predominant here than during the impact stage. Several in the grief group continued to feel this.

"Well, I'm in a miserable state right now. What more can you say about it?"

"You know you're alone, you've got to watch out for yourself, so you just kind of walk on the tips of your toes . . . you're just a little more reserved, hold back just a little. . . . And this shows I'm restless. Yes, right now, I am. And you said something about, like you can't sit still. Right now, I feel like something is going to explode, something's going to hit, something's going to happen . . . not quite sure of what."

For the unemployed the frustration and difficulty often increased the longer they remained out of work. Recoil reactions were as follows:

"(There was) frustration at not getting a job because I had no experience in that field, and yet I knew I could do it."

"It was getting very desperate."

" . . . then the trouble with your wife . . . she said, 'Take something, start as a janitor and do something, a gas station attendant or whatever, anything.' . . . and then we had fights, you know, what we have never had before."

"You're really touchy about that time too. You're kind of in a sense of criticism, you know, and real hypersensitive to it . . . you know, a sharp retort was ready right there, like get off my back or something. And you just have to sort of take a bite on your temper. . . . People were trying to help, but at the same time it was always, 'Did you try here?' 'Did you try there?'"

One of the unemployed described the rather typical experience of many who worked in the aerospace industry:

"Much to my involuntary intent, I had become, I guess, a typical aerospace engineer. Go here, go there, get forced out of a job by a lay-off, and you'd go some place else. A friend of mine who was also an aerospace engineer . . . turned a phrase very beautifully. He describes us as Okies with sliderules, always on the move, the Okie with the sliderule, you know the typical nomad farmer. Well, that's what we are really, all of us aerospace engineers."

The frustration and difficulty often persisted during and through the recovery period. One noted, "the worry is still there," while another observed that he still had his "ups and downs, and sometimes it gets pretty discouraging."

A few of those in a new job also experienced frustration during the recoil period: "It started to get frustrating because you started feeling that you weren't being supported." Another described it as "a struggle . . . a struggle all the way," while one "was a little disappointed in the students' lack of enthusiasm."

For some newly employed the frustration increased the longer

they were on the job. One teacher observed "I have 36 children . . . I feel run ragged," while one man found himself getting bored: "I think I'm a little bored with the whole thing, but I don't know if it's the job, or just the way the place is run." Another also felt frustrated: " . . . frustration started to grow . . . so frustrating to see some of these things down there that needed change and wouldn't be changed. . . . I'm not accomplishing anything."

2. *Growth in Confidence.* This theme did not seem to be apparent in the grief group. Among the unemployed it was most clearly seen during the recovery stage of those who had either found work or were being retrained for a new career. One person said, "It's a pleasant feeling to know that I am wanted and needed," while another observed, "They're better than they ever were, my own confidence and self-feeling." Two others described their experience at greater length:

"I'm beginning to feel like somebody again. I'm worth something to myself, and I'm working very hard at this computer programming because I realize that this is the route to a change in my life."

"I was back to normal like immediately, as soon as I started drawing a paycheck. . . . This might sound strange, but I feel that I can hold my head up now when I want to see all my friends. I don't have to sort of sidle in. [Interviewer: 'You can stand tall.'] Right. Your pride comes back and your self-confidence almost immediately. Big flood of it . . . now I belong again."

For those in the new job category, the increase in confidence really began during the recoil stage. Some of their observations were:

"I found out I could hold down the job . . . I could handle it."

"I began to feel more confident."

"I knew I was being liked which gave me more confidence to feel more a part of the school."

"I began to see that my own kids weren't falling apart either, you know. I felt a lot better about it . . . there was no big panic over anything any more."

"It was a gradual downhill and then after about the first three months I kind of learned that it wasn't all everybody else's fault, that it wasn't all my fault, . . . And then it was kind of an uphill thing . . . I think I kind of felt older and wiser, I suppose."

However this growth in confidence continued right through the recovery stage for the majority. These feelings were expressed in a variety of ways:

"I spend less time and concern over it . . . It's just a part of my life now . . . I'm more responsible and I'm more understanding, and much more patient . . . I'm a better person than I was."

"Probably experiencing more success in the classroom at this time than maybe I was at first."

"Because before at school I was always afraid of the principal. I was just not sure of his criticism. Now I am."

"Oh, I really feel like I'm on top of it . . . You're more prepared for things that come up, and you've gotten more settled."

"A confidence in knowing what's coming up . . . and a calmness. . . . I feel more and more confident about it all the time. And that's kind of a continuing thing."

3. *Acceptance, relaxation, return to normal.* The theme of acceptance is not always clearly differentiated from the growth in confidence motif, but it does appear to be a different entity. This theme was evident among grief group members even during the recoil period. One who had taken care of a dying spouse for many months was exhausted and said, "I think the period after was just to get myself back in shape, so that I could go ahead and do the things I had to do. Because I did need the rest." Another spoke of feeling calm:

"I think I felt calm. I felt that life was not over, that I had to adjust, and knowing the things that I liked in life and so on, that I could adjust. . . . I hoped that I could carry on the way I had before, and just live the rest of my life in the best way I could."

However, the mood of acceptance was much more evident during the recovery stage. One observed: "I feel completely satisfied, readjusted and everything else, and really I don't seem to miss anything." One person had remarried and spoke both of feeling normal and also of hopes for the new marriage:

"I'm getting back to a normal life, you know, of married life. . . . made up my mind that I would never in any way engage in any argument again. . . . I want to make concessions wherever possible. I want the rest of my life to be sweet and bearable and happy."

Several mentioned both acceptance of the loss and still missing the deceased:

"Things are going normally, except I think that we all have those moments when we feel depressed and wish they were still here."

"Well, I, I still miss him a great deal, and I think of him a great deal, but I don't think of him in sad thoughts. I think of him as he was, and I think of him--I'm glad that he isn't suffering and--never a day goes by that I don't think of him."

One even mentioned an acceptance of death itself by saying, "I feel now that it is a part of the experience of life, that death is inevitable for each and every one of us."

The feeling of acceptance and relaxation was less evident among the unemployed. One was able to say, "This job is not my whole life," while another was able to accept his unemployed state:

"The first two months I didn't react so much . . . an estimate five months before you really get the go of it, you're used to it, you're home all the time . . . just relaxed . . . let time take its course."

What acceptance there was did seem to occur during the recoil stage, and one even noted that the unemployment had increased family solidarity: "It's been a marvelous encouragement to the family. Pulled us together."

The feelings of acceptance and relaxation were most clearly seen in those who were new employees. They began to feel this way during the recoil period. They said such things as:

"I did begin to feel really at ease in the classroom. . . . I felt accepted . . . and I also felt quite at ease with my peers, the other teachers, and the principal."

"So after I got used to what the job was, I found I enjoyed it a lot more because I could get things done. . . . I was more comfortable in my job."

". . . maybe it's all right to be me. And so from then on it was more kind of just trying to calm back down into my old mold. A little bit more relaxed."

"I felt much better about it and kind of more relaxed, and my pace was, if it ever is, a more relaxed kind of pace. And I felt smoother."

Acceptance and relaxation was even more widespread for this group during the recovery stage. Their comments reflect this mood:

". . . adjusted now to this . . . I spend less time and concern over it. It's just a part of my life now."

". . . building a circle of friends . . . in the sense that we've got our calendar more than full, that's back to normal."

"I was so much more calmer, prepared, and I was really able to accomplish so much more than this kind of brain-rattling, running from one situation to another, and really never getting anything done."

"So it is a nice feeling to have found a position where you are accepted, or I am accepted for myself."

"I feel very secure and comfortable doing what I'm doing right now."

"It's been more routine, and I've felt more confident with what I'm doing . . . a kind of security in knowing that you know some people here, and that when you sit down for lunch, there'll be somebody to talk to and somebody that you feel respects you and likes you."

What Was Helpful in Getting Through?

The concluding section of the interview contained a number of open-ended questions which sought to explore various aspects of the respondent's experience. One of them asked, "What was helpful in getting through this?" Responses have been grouped into a number of categories for examination.

1. *Family (spouse, children, etc.).* Many of the bereaved found various family members very helpful in getting through the grief experience. Sometimes it was children, a cousin, or other relatives. One spoke of a sister-in-law who had lost a husband some years previously as being especially helpful:

She's working, but she'd stop almost every day in the beginning, from work and have a cup of coffee--in the afternoon when she got off from work. She was a great help to me.

Nearly all of the unemployed found their family, especially their spouse, helpful. One mentioned that his whole family was really drawn much closer together, that he now had a feeling of closeness with his family that had not been present previously. In like manner a majority of those newly employed found their family helpful, most of

them feeling the spouse was supportive and understanding.

2. *Friends and neighbors.* Most of those in the grief group found friends and neighbors very helpful and understanding. One said, "my neighbors have just been great," and two others spoke at great length about the helpfulness of friends, not only to the bereaved spouse but the children as well:

I had one friend of mine invited us down to the beach, we spent the afternoon, enjoyed it--they enjoyed anybody that took them out at the time, that knew my wife and that was close--that they enjoyed.

I also feel that my friends were a great deal of help. You know, they said--mainly I realize, that you have to go out and start mingling with people and find someone that you love and can marry, and start your life all over again. They encouraged that. In fact they pushed me actually. . . . This wasn't at the very beginning, this was later on, of course, after I had had a chance to become more normal.

Several of the unemployed also found friends to be helpful. One noted, "I've found people extremely helpful, very cooperative, even if they weren't getting anything out of it." Another said, "I've had a number of close friends that have advised me, kept in contact, invited me over for dinner and things. Bull sessions." Only one of the newly employed mentioned friends as being helpful.

3. *Boss and co-workers.* Only one of the bereaved mentioned being helped by the people at work, and of course none of the unemployed would have received any help here. However, a majority of those newly employed found either their boss or their fellow workers as being very helpful and supportive. One said, "The supervisor . . . I almost felt as though he kind of adopted me," and another noted, "The bosses

we have over there at . . . are very helpful." One person found his co-workers to be most encouraging, "talking to veteran teachers, who said, well, if you can get through the first year, you've got it made," and one found it reassuring to find his fellow workers were having the same kind of problems he was:

When things go bad, you think, oh, this is just happening to me and, I'm doing something wrong, and all of a sudden you realize these things are happening to other people, and it's normal, and it's O.K., you're going to pull through, everybody pullsthrough.

4. *Church, faith, prayer, religion.* Two of those in the grief group found their religion helpful. One mentioned the clergyman as being supportive: "Our parish priest was very much of a help to me. He visited all during my husband's illness all the time, and he cheered me up." One other person said, "I like to feel, and I'm working at it awfully hard, to feel that I am one with God."

Several of the unemployed also found their religious faith and their church to be helpful. For one a religious faith was revitalized and rekindled:

Most helpful was learning about prayer and faith, which I've always had, but never had the meaning for that I'm discovering now for some reason . . . the most meaningful thing I've ever had in my whole life. Seems like, I don't know, it's like coming out of the desert, 40 years in the desert.

None of those newly employed mentioned the church or religion as being helpful.

5. *Personal resources (strength, determination, etc.).* Two members of the grief group mentioned themselves as a real strength, with one person saying, "Your own personal resources are where you

make it or don't." Two unemployed also indicated this, one answering, "Energy, . . . my own drive," while another said, "I'm not a weak person, I'm very strong, and that's been a big help. You know I have confidence in myself."

Three in the new job group designated their own abilities as being helpful. One noted, "Oh, I think it's making up my mind that I was going to get through it." One referred to her background: "I think the biggest thing was probably due to my upbringing. I think just the fact that I've always been taught to sit down and think about it. . . ."

6. *Work, keeping busy and getting out.* A majority of the bereaved found either their work or keeping busy and active to be very helpful. Several felt their job was helpful. It kept them occupied, active, filled the time. One summarized it well: "Keeping busy and working, I'd say. If anyone had a job, then I'd suggest they keep their job and keep working." Another described her situation:

Well, I keep myself busy. I sew and I have my place to take care of, and I have friends and go quite a bit. I do not stay home, and if I want to do something, I do it. And I have lots of other things which I'm interested in and then--oh, I'm interested in other people.

One person found grandchildren helpful: " . . . been baby-sitting my daughter's littlest girl . . . I think that little one really was a lot of help for me, to take care of her . . . you get so much pleasure out of a little one like that, too, that it makes your life feel good."

One of the unemployed mentioned that his work at Experience

Unlimited had been helpful. Not only did he use his time and energy, but he also saw other people get work and this was encouraging to him, to know that jobs were available. None of the newly employed mentioned keeping busy or working as being helpful.

7. *Miscellaneous.* There were a number of miscellaneous responses that could not be classified into any of the above categories. This was especially true of the grief group. Two of the bereaved reported it was helpful to get out and begin to make a new life. Two others found a pet, their dog, to be most helpful. As one of them noted, "It gives you something to lavish affection on." One person found embarking on a physical rebuilding course was beneficial, while another felt the family doctor was very supportive. Two persons found talking to persons who had gone through a similar experience to be helpful. One of these had a relative who had lost a spouse, and another joined a singles club where he found others in like circumstance. He described it, "Everybody tells their own problem, and you find you have other people to talk with . . . somebody ready to talk that understands. So you help each other." The person whose relative had gone through the same experience said, "You listen more to people like that because you know they've had the same experience essentially that you have." Another bereaved person found an American Legion group most helpful, while another appreciated the words of her dying husband:

I think one of the greatest things that has been helpful in getting through all this, and it goes clear back before my husband passed away, is he told me the things that--like he

didn't want me to be unhappy, and he wanted me to go ahead and do the things I wanted to do, and not to sit around the house and be sad, and to live.

Among the unemployed one said that having hope helped him get through:

I think eventually my own refusal to accept my life for what it was, and a continuing hope that, you know, things have got to get better.

Another found his doctor to be supportive. He was afraid to go to the doctor when he was ill, because he had no money to pay the bill, but his doctor told him not to worry about the bill. This enabled him to use the doctor's services when he was ill.

For the newly employed one was helped by asking advice.

Another who was a teacher found parents and pupils supportive:

The most helpful thing was the reward or the feedback that I felt from parents who thought I was doing an exceptional job, and from children who responded warmly towards me and what I was doing for them.

What Was Not Helpful in Getting Through?

Another question sought to explore negative aspects of the change experience. That question asked, "What was not helpful in getting through this?" Responses were grouped into a number of categories.

1. *Church, religion, clergyman.* One of the bereaved was disappointed and felt let down by the church. Not only did there seem to be little support from the church, the clergyman did not keep in touch following the funeral.

One of the unemployed felt similarly. He attributed it to the nature of the Catholic church. He perceived other persons from other denominations getting some sort of support and assistance from their church, and he observed, "This would never happen with a Catholic--in my church . . . no help at all from my church."

One person who had moved to take a new job also found the church to be a very negative influence. They felt shut out:

It was all giving and no receiving; we weren't on the receiving end. And that was a disappointment and somewhat of a shock. . . . if people aren't willing to open up themselves and their homes to people, I don't think a cold church building can do it.

2. *Bad advice, thoughtless questions or remarks.* Four members of the grief group were not helped by the ways other people reacted. One noted that other persons seemed ill at ease and uncomfortable in his presence. Another was upset because friends "were calling me up and telling me how sorry they felt for me." Two others were irritated at unasked-for advice from people who were "acting they know how you feel, more than you know you feel."

Two of the unemployed found others unhelpful, especially the persistent questions about whether or not they had found work yet, or asking the list of places where they had looked for a job:

Well, some people asking have I had any job yet. I mean, almost immediately my friends started doing that. . . . That irritated me no end. That was not very helpful.

. . . but the right way to help is not to ask the list of places that you've tried. The way to help is to find work. This guy needs somebody over here, go on over and talk to him; I've put in your name.

None of those newly employed mentioned bad advice or thoughtless remarks

as happening to them.

3. *Co-workers, superiors.* None of the bereaved or the unemployed found their co-workers or their superiors to be unhelpful. In contrast seven of the newly employed had difficulty at this point. Three of them had difficulty with the people they worked with. One of these had a fellow-teacher who was openly resentful and critical, even to the point of expressing this criticism publicly to students.

Four found their immediate superiors to be unhelpful. Sometimes this superior was just absent and unavailable, sometimes antagonistic. On occasion the new employee was fearful:

I would say my immediate superior was the worst. . . . Having nowhere to go to ask reasons why, and . . . if the person were there, of being afraid that he might take it as a criticism rather than just a question.

4. *Upset or let down by family or friends.* A majority of the bereaved felt that on occasion family or friends were unhelpful. Several felt abandoned: " . . . all of a sudden you feel dropped." "It's the feeling kind of like you don't belong in the way you used to." One person felt it was unhelpful to have friends come the very same day as the death occurred, while another felt her children were not at all helpful. One person had an old friend come by and get the clothes of the deceased for their own use, and then they didn't come back to visit for a year.

One of the unemployed found a member of his immediate family who was having personal difficulties to be an added burden. A newly employed individual stated that on occasion an upsetting social life

was unhelpful.

5. *Personal unease, fear or discomfort.* One member of the grief group felt uncomfortable living alone. One of the unemployed found he was not helpful to himself. When asked what was not helpful, he responded:

Me. You get a tendency to blame yourself, to put more blame on yourself than is probably necessary. You're your own worst enemy. Everything that goes wrong, you tend to, you look and you say, 'You're a real dummy. What did you do it that way for; you know that's wrong.' And when you do something right, you know, you don't praise yourself.

Several of those in the new job category had similar experiences. One felt his impatience and lack of experience was a handicap, another felt on a constantly moving treadmill, while another felt a vague uneasiness. One person realized that getting married at the same time and adjusting to both marriage and a new job was difficult.

6. *Miscellaneous.* There were some responses which did not fit into the above categories. One of the bereaved felt the mortician was not helpful; she felt he was like a vulture trying to take advantage of her:

You must have a fancy casket, and a funeral, this kind of stuff that I just can't see paying for . . . and they were nice . . . but they were just soooo nice. It just rubbed me wrong.

Another of the bereaved found settling the legal matters to be a tedious, complicated affair: "It's so complicated, when it shouldn't be."

One unemployed person was frustrated at not being able to borrow money against stock he owned, while another found employment

agencies to be of no help at all. Several were upset at not being able to even be interviewed; they felt put off and avoided by potential employers. One person felt that Experience Unlimited could have been more helpful if it had been more aggressive in insisting that members come in and do something in the office just to get them out of the house. Financial fears and worries were a concern for nearly all of the unemployed.

Among the newly employed one also had financial difficulties initially, but later on that became less of a problem. Another tried to go to night school at the same time, and that proved to be too much of a burden along with the responsibilities of the new job.

Helping Someone Else Face a Similar Change

One additional way of discovering what is helpful in getting through an experience is to ask the respondent how he or she might help someone else. So each person interviewed was asked, "If you were going to help someone else facing a similar change, what would you say or do to be helpful?" Responses were gathered in a number of different categories.

1. Visit, talk with them, do things with them, be sympathetic.

Several grief group members suggested that reaching out to the members of a bereaved family is most important. This reaching out can be through visits, talking with them, and even inviting them out. One said, "Tell them to put their hat on and let's get going. Yes, go somewhere. Go out for lunch or go shopping or . . ." Another spoke at

greater length:

When there is a death in the family, after the death, they have to help patch the family together--make the family feel secure. . . . They can pay you visits; they can speak to the kids; and they could bring up the past even, and show that they are part of the family and understand what's going on, that they're not forgotten.

This person really felt abandoned by friends, church and clergyman right after the funeral.

One unemployed person advised helping by involving the person and being sympathetic, while one newly employed individual said he needed to have someone just to sit down and talk to, someone to provide feedback, "probably to be able to sit down once in a while and talk with him about, to unravel themselves."

2. *Share own experience with them.* One of the newly employed and one of the unemployed each suggested sharing one's own experience could be helpful: "Well, I could just relate my experiences and what to look for and what not to, and . . . what I've learned pretty much." This was not mentioned by any of the bereaved, even though several did indicate that friends and relatives who had also lost a spouse were able to be most helpful.

3. *Advise them to be active, keep trying, face their situation.* A number of grief group respondents suggested the bereaved person has to face the situation and become actively involved in living. Two described it most clearly:

You have to become active again, because life doesn't stop. I would tell them go out and become active with somebody or some group or anything, but to do things, keep busy, keep yourself active.

I think facing the situation . . . is the thing that most people do not do . . . so you have to face this, and you have to go ahead and do other things and start replacing and rebuilding your own life by yourself.

Several of the unemployed suggested persistence is necessary:

" . . . just keep your nose to the grindstone in looking for another job and don't lose hope. Don't give up." This was not mentioned by the newly employed.

4. *Advise patience, relaxation, acceptance.* Three of the bereaved suggested patience and acceptance. As one of them noted: "You were just given that person for a period, and the person didn't belong to you but belonged to God, and you have to adjust." Another advised sitting tight and not doing anything.

One unemployed person also advised patience: " . . . have patience . . . and also just keep as active as you can so that you wouldn't be lethargic and . . . kind of give up completely."

Some members of the newly employed mentioned relaxation and patience: " . . . relax. Be honest and be themselves. Try and do your best and just kind of stay loose. If something goes wrong, don't worry about it, it has a way of working out at the end." Several others suggested it is wise to sit back and be quiet: "Keep your eyes and ears open . . . and your mouth shut. You'll learn more that way." "Be silent and let the others show you what they do and how they act . . ."

5. *Planning ahead.* This category was mentioned by both the unemployed and the newly employed. Unemployed persons urged financial planning ahead. One observed that a person "ought to have a little nest egg saved up for a rainy day," while another noted that one had to "keep planning and have positive thinking."

One of the newly employed also suggested planning ahead, while another who had moved a considerable distance to take a job which did not prove to be what he had expected felt a visit to the site of the new job was imperative: "Come and see what you are getting into and see whether we're talking the same language."

6. *Miscellaneous.* There were a number of miscellaneous responses also. In the grief group one felt that advising remarriage was a very personal decision each had to make for himself. Another said that couples needed to keep each other informed about all of their financial affairs. One said, "I would not make any major move for at least six months or a year," and another said she needed isolation and privacy following the death: "I wanted just to go in the bedroom and shut the door, and I didn't want no one to bother me."

An unemployed person felt it was advisable to keep the same schedule: "Try to keep the schedule that you have before, don't change too much the schedule . . ." Another said he would give direct assistance to someone who is unemployed, while a third would "try to get them in some form of religion."

One of the newly employed who had gone back to work after a number of years as a homemaker felt it would have been helpful if she

had encouraged her children to be more self-sufficient before she began her new job. Another person observed: "Don't take any kind of criticism too personally; you'll be sorry."

Matters to Avoid

Not only were respondents asked what they might say or do to be helpful to someone facing a similar change, they were also asked, "What would you avoid saying or doing?" Their answers were grouped into several different categories.

1. *Avoid bringing up painful memories.* Several of the bereaved found that reminiscing, remembering the past was unhelpful and painful. One of them suggested "they should stay away from mentioning the person's name, or things he used to do and all that sort of thing. Forget it. Don't bring it up." It should be noted that this point of view only blocks the grief work, facing the pain of the loss in order to move through and beyond it.

2. *Avoid suggesting resignation or negativism.* Members of all three groups mentioned that one should not be negative or pessimistic. Two in the grief group emphasized not blaming the death on God: "I would *not* tell anybody, oh, it's God's will or something on this order. We're not ready to accept that, most of us." Another bereaved observed, "I wouldn't want to tell somebody that it's the worst thing in the world that ever happened, because I think they already know it."

Several of the unemployed mentioned the need to avoid negative

thinking: "I'd just avoid any negative approach and any negative thoughts." One observed that sometimes the negative approach took the form of blaming:

Respondent: I would avoid trying to make the person admit why he was laid off or look at it in the sense of trying to blame himself.

Author: That blaming thing is a very destructive thing.

Respondent: It is. It really wipes you out; it's like a canker sore that just eats away. And after a while I find that people aren't--they don't want to really talk to you too long because your conversation starts drifting into that area: 'Why can't I work? What's the matter with me? Tell me.'

A majority of the newly employed indicated negativism needed to be avoided whether it came in the form of criticism or discouraging advice. Another mentioned not telling the person how difficult the work really is:

I would probably avoid telling him the way it really is sometimes . . . There are some days when you could pull your own hair out and pull out the kids hair, and I would probably avoid telling them about the little things . . . that maybe have happened to me. Some of them are scary, frightening.

One woman who had returned to work after some years as a homemaker said, "Well, I would never say to them, gosh, are you going to leave your kids?"

3. *Miscellaneous.* There were some miscellaneous answers that did not fit either of the above classifications. One of the unemployed emphasized avoiding any sense of panic, while another said he would avoid "telling them how good it is to work in the aerospace industry." Another suggested one should not pressure a person as to why he hadn't

found work.

A newly employed person said just giving advice was not helpful. Another said he would not want to mislead the person into thinking "the job would be more than what it was." One said it was necessary to avoid being dishonest, "trying to be something you aren't always will get a person in trouble."

Doing Things Differently

One question asked of each respondent was, "If you had to go through it again would you have done anything differently? If so, what?" There were interesting and varied responses from both the unemployed and newly employed groups as some of both groups said they would have acted differently. None in the grief group would have done anything differently.

Among the unemployed one person said he would have saved more money, while another said he "would be very confident . . . I would dig out more sources and avenues to find a job." One said, "I wouldn't have let it affect me so much. I wouldn't have hit the bottle so much and the cigarettes." Another person said it would have been best if he had gone back to school immediately to get re-training for another kind of work. One individual felt being unemployed could be a time for growth:

A lay-off probably is a real great time--looking at it now--
. . . if you could take advantage of it, it would be a beautiful
time to re-evaluate yourself and re-evaluate your resources.

One thought it would have been best if he had never moved to California

and gone into the aerospace industry.

In the newly employed group two persons indicated they would have lowered their expectations, been more patient with themselves. Another who had just begun teaching felt he had probably been too friendly and lenient with his students, while one person would have just tried to be more prepared for the new work.

Kind of Experience it Was

Near the end of the interview each respondent was asked to describe over-all what kind of experience the change had been. The question asked was, "In general, what kind of experience has this been?" Most of the answers were grouped under categories like negative, positive, and growth and have been discussed earlier in this chapter. However, a number of persons elaborated on their answers. Several in the grief group spoke of the painful side of their experience, but several noted growth aspects as well. One person felt it had really changed his outlook on life:

Through the experience of this, I've become more calm, more collected, and I've discovered that you can't always be the winner; you're not always going to be on top, because of what happened . . . I've lost that intense care; it's not that important anymore.

Another noted that life seemed to have a different dimension as a result of the death.

. . . made me feel that our life is not just one experience like this after another, but it's something bigger than that . . . I think it's made me realize that I'm part, that I am part of a bigger thing.

Several of the unemployed described their over-all experience

as unhappy, as a "bad experience." Several mentioned it left them with a lingering uneasiness about any future work, that it left permanent scars:

I feel like, and a lot of them, I imagine, who have worked a long time on a job will never trust a new job again. And if you go into a new job, you feel like, well, maybe I'll last a year or six months and get laid off again . . . I'm pretty sure that any jobs I get from now on will probably be just from year to year.

Others described being unemployed as a learning, growth occurrence. This was true even for one person who had major health problems along with being out of work, "It's probably about the best thing that's ever happened to me."

As noted previously most of the newly employed felt their over-all experience had been positive. One felt his marriage had been strengthened, and another found new vigor from having to cope with the stress alone. Others described it as "exciting," "very positive," and "a learning situation." One said, "I became a more complete person because of that experience."

3. SUMMARY

The findings from the data which was analyzed statistically may be summarized as follows. The MAACL scores of all three groups were similar. The new job group seemed to be the happiest and the unemployed were the least happy and least satisfied. The new job group had the highest positive feeling score and the unemployed the lowest. During the impact stage both the bereaved and the unemployed experienced shock while the new job group did not. In addition the

bereaved did not talk about their experience as much as the others. It took significantly longer for the unemployed to begin the recovery process and fewer unemployed came to accept the change, while both bereaved and unemployed persons felt they had had to build a new life. The bereaved were also the only group which indicated they would not have done anything differently if they were to go through the experience again.

Demographic data revealed that members of the grief and unemployed groups were significantly older than the newly employed. In addition most of the bereaved were women and the unemployed were nearly all men. A majority of all three groups described themselves as inactive church members.

During the impact stage the grief group experienced mostly shock, disbelief, a feeling of "needing to get through somehow," along with some fear, loneliness and awareness of the new responsibilities to be faced. For the unemployed there was some shock, but mostly feelings of rejection, guilt, and self-doubt. Those newly employed were nervous and apprehensive about their ability to do what was expected, felt a sense of excitement and challenge, experienced some fear of failure, and hoped to succeed in their new job.

During the recoil and recovery stages the bereaved felt some restlessness, continued to feel the loss, but gradually experienced a growing acceptance of the death. For the unemployed the frustration, bitterness, and financial worry increased the longer they were out of work, while those who found new work or began a retraining program

experienced some acceptance and relaxation. Some of the newly employed felt frustrated when their new job did not meet expectations, but most gradually began to become more self-confident and relaxed and felt accepted by co-workers, less fearful of criticism by their superiors, and generally pleased with their situation.

The open-ended questions may be summarized as follows. Family members were helpful to persons in all three groups. For the bereaved friends and neighbors, keeping busy and for some their religious faith all proved supportive. The unemployed found friends and neighbors most helpful, while co-workers and supervisors were an aid to the newly employed. In some instances the same categories that were named as being helpful were also mentioned as being a hindrance. Family and friends and their thoughtless remarks were an obstacle to the bereaved, while co-workers and superiors were often a handicap to the newly employed. Living alone was sometimes difficult for the bereaved, thoughtless inquiries were a problem for the unemployed, and personal unease was sometimes an impediment for the newly employed.

If they were going to help someone else, most of the bereaved would suggest keeping active and busy while some would suggest getting involved with the person as well as patience and acceptance. The unemployed felt persistence and planning ahead were important, whereas the newly employed emphasized patience, keeping quiet and being open to learn. In describing what they would avoid doing or saying all three groups felt it was important to refrain from being pessimistic or negative. For some of the bereaved reminiscing was too painful.

In discussing their over-all response to the change experience, the bereaved mentioned both the painful and growth aspects, the unemployed seemed to be most aware of it being a "bad experience," while the newly employed felt the change was a positive experience.

2.

CHAPTER VII

DISCUSSION AND IMPLICATIONS

In the present chapter the results presented in Chapter VI will be discussed more fully. The three groups studied are scrutinized as to the ways they are similar, the ways they are different, and the ways they are significantly different. In addition the implications of this research will be examined to discover its significance for the minister/counselor, the change agent, and the church.

1. SIGNIFICANCE OF THE RESEARCH

Areas of Similarity

The purpose of this research has been to discover whether or not persons involved in a major change in their lives experience that change as a loss. Consequently it is important to note the ways the three groups of persons interviewed were found to be similar.

As described in Chapter VI, each respondent filled out the Multiple Affect Adjective Check List¹ which quickly measures anxiety, depression, and hostility, three grief components. Respondents filled out the checklist twice, once describing their feelings at the time of the interview, and once describing their reactions immediately

¹M. Zuckerman and B. Lubin, *Manual for the Multiple Affect Adjective Check List* (San Diego: Educational and Industrial Testing Service, 1965).

after the change event had occurred. Statistical analysis of the resulting scores revealed that all groups were similar in their feelings of anxiety, anger and depression. Even though there was some variation the overall pattern is one of similarity.

Similarity was discovered also in the statistical examination of the responses to questions about both the impact and recoil stages. There were no significant differences although the form of the stress that was felt varied somewhat from group to group; bereaved felt disbelief, fear and loneliness; the unemployed felt more rejection, guilt and self-doubt; and the newly employed felt more nervous and apprehensive. The length of the impact stage also was similar from one group to the next.

There was one area of similarity among the demographic items. A majority of all three groups classified themselves as inactive church members.

Areas of Difference

There are two classifications for describing differences between the groups. Some of the differences are significant; that is the difference is pronounced enough to be measured and determined statistically. Other differences can be seen but they are not statistically significant. It is these latter differences which are being presented here.

Of the three groups the newly employed were the happiest at the time of the interview, and the unemployed were the least happy and

the least satisfied. Similarly the newly employed had the highest positive feeling score and the unemployed the lowest.

The bereaved and the unemployed both experienced shock at the time of the change and the newly employed didn't. Both the bereaved and unemployed also felt they had had to build a new life. The recoil stage was longer for the unemployed, and the bereaved tended not to talk about their experience as much as the others.

During the impact stage there were also differences as noted above. The stress was experienced differently. The unemployed tended to take their experience more personally and had feelings of guilt, rejection and self-doubt. The bereaved felt alone and afraid, while the newly employed were nervous, apprehensive and excited.

Similar differences were observable during recoil and recovery stages. The bereaved felt restless but moved to acceptance of their situation, while the newly employed experienced a growing sense of confidence and acceptance along with some frustration when the new job did not measure up to their expectations. However, for the unemployed, their frustration, bitterness and worry only increased as time went by.

Areas of Significant Difference

In some instances there were differences which were statistically as well as some which were significant with caution. In the latter category none of the bereaved said they would have done anything differently if they had to go through the experience again. Furthermore fewer of the bereaved made new friends.

However, some of the differences were markedly significant. It took six to nine months longer for the unemployed to begin the recovery stage. Fewer of the unemployed accepted the change while all but one of the newly employed and all of the bereaved came to accept it.

Among the demographic items both the bereaved and the unemployed were significantly older than the newly employed. Most of the bereaved were women, most of the unemployed were men, and the new job category was evenly divided.

Discussion of Respondent Groups

It needs to be said again that this has been exploratory research. Consequently the findings cannot really be generalized. In the first place the sample was not random. The unemployed were mostly middle-class men, the bereaved were mostly women, and the newly-employed were considerably younger than either of the other two groups. All of these factors undoubtedly affected the findings.

Perhaps women would not have had as much difficulty with unemployment. Perhaps men might have had more difficulty adjusting to the loss of a spouse. Perhaps a different group of men, less middle-class, less work-oriented might have had less trouble being unemployed. Perhaps an older newly employed group would have responded differently. All of these possibilities might be more clarified with a random sample that was more evenly balanced with regard to such factors as sex, age, etc.

Nevertheless a number of observations seem pertinent. The

bereaved were less likely to discuss their experience with other people, and fewer of them made new friends. This might indicate several things. On the one hand it does point up the reluctance and difficulty many people have in dealing with death, in talking about it, thinking about it, examining their feelings about it. As noted in Chapter V, ten surviving spouses who were contacted about this research, chose not to discuss it with the interviewer. Death, like other emotionally laden issues, is difficult to talk about and in some ways has become almost a taboo subject. Fortunately it would appear that this is changing. While reviewing the literature on death and grief for this research, the author discovered an increasing body of information on this topic in recent years. This is a hopeful sign.

It is not clear just why the bereaved did not make as many new friends as members of the two other respondent groups. One would expect that the newly employed would build new friendships, but it is less clear why unemployed persons also established new relationships unless it occurred as a result of their search for new work.

It is also of interest to note that none of the bereaved would have done anything differently if they had to repeat the experience. This seems to indicate an acceptance of the way they responded to their loss; perhaps also an acceptance of the loss itself.

The newly employed indicated they were the happiest of the three groups and had the highest positive feeling score. Although they were nervous and apprehensive at the time the change event occurred, they did not experience stunned or shocked feelings. They did

experience some frustration the longer they were on their new job; some because the job became boring, others when they found it difficult to change things in their new position, things which they felt needed to be changed. It would appear the newly employed did not experience nearly as much stress or difficulty as members of the other two groups.

The unemployed group appears to have had the greatest difficulty in coping with their change event. They were the least happy and least satisfied at the time of the interview, and they had the lowest positive feeling score. It took significantly longer for them to reach the recovery stage, thus prolonging the recoil stage when feelings and responses to the change are most clearly felt and expressed.

Furthermore the feelings the unemployed did have were often more destructive and harmful. They tended to feel guilt, self-doubt, and rejection, feelings which tended to alienate them from others. This was exacerbated by the way other people responded to them. When the author first began contacting members of Experience Unlimited to try and obtain volunteers to interview, he became aware of feelings of anxiety in being around unemployed persons. He was himself experiencing a slowdown in his own employment, and there was the uneasy fear that perhaps this unemployment might be contagious. As the interviewing process continued, it occurred to the author that perhaps this anxiety, this fear of being around unemployed persons might have been felt by the unemployed. Consequently near the end of one of the interviews, the author raised the issue:

Author: One of the things that I experienced in myself when I first started contacting Experience Unlimited and places to find out where I could get the names of people to interview, or when I began to talk to unemployed persons, I could feel inside of me a kind of, well--the only way I could tie it to any previous feeling, is the revulsion I sometimes feel when I see a crippled or a handicapped person. And the fear inside of me is that it's going to be catching. You know, if I see a guy that's crippled, dear God, that might happen to me and I'd be in a wheelchair . . . I wondered whether you had encountered that or experienced that.

Respondent: Yes, I hadn't thought about that, but it's true. Even when you're unemployed and talking to another unemployed, that revulsion is there, yet. It's a very, I think, universal feeling, if you've got any kind of empathy at all . . . but I found, yes, that quite a few people that I saw, they didn't want to be seen associating --they might wave from across the room. And somebody would tell them the next day, 'Well, he's working now.' And the next time you see him, he's sitting right beside you. It was obvious, very, very obvious. But I thought I was sort of imagining things, to be quite honest.

This alienation from others was not due simply to the anxiety in other people. It also has roots in the values of the culture:

Author: When you say guilty, I'm not quite sure what you mean by that.

Respondent: Well, you know, the American ethic of work for a living, and once you're out of it, you're out of the class.

Author: You don't belong.

Respondent: Right. They've got a group over here, and you're out here by your lonesome. You don't really understand how alone you are until all of a sudden you've been rejected by all kinds of people. Your friends don't reject you consciously, but you do feel that they do, because if you want to stay out all night or something, they say, 'No, I'm sorry, I've got to quit, quit the game and go home; I've got to go to work tomorrow.' So in that respect, you're very much alone.

One of the ways that people belong is by working, and when one no longer works, he doesn't belong, he doesn't fit. The unemployed are

in many ways outcasts, pariahs.

Furthermore unemployment often causes a severe loss of self-confidence. One man observed:

The ego takes a good pasting. Somebody asks you directions, and you give the directions, but you qualify them, like, 'Well, I *think* it's here,' or 'It *might* be there.' Your confidence in yourself is really shaken.

No matter what the reason for the lay-off might have been, the unemployed somehow felt responsible, at fault, to blame. One man mentioned that it almost seemed automatic to assume that an unemployed person was somehow responsible for his status:

I knew why I got laid off, then I'd look at him. Why did he get laid off, he's so darn smart. He really must not be as smart as I thought he was.

To be sure there were some unemployed who did not find the experience as devastating, but by and large the unemployed group seemed to have more difficulty than the other two groups, with the newly employed managing their change most easily.

To summarize it would appear that the change of unemployment is the most difficult change, new employment is least painful, and loss of spouse comes in between. There were ingredients of loss for all three groups, but the bereaved and unemployed experienced it most severely, and the newly employed felt most positive about their change. This does not agree with the rating scale developed by Holmes and Rahe, which was cited earlier.² Their study was of course not experiential like the present one, but the results of ratings by a random group of

²See pages 23 and 24.

people. Nevertheless their study indicated that the death of a spouse required the greatest readjustment, 100 points; being fired from work was lower, 47 points; and change in work responsibilities was lowest, 29 points.³ These latter two do not of course exactly correspond to the newly employed and unemployed groups in this study. However, when a person experiences one major change event, other changes in living may also occur, and these changes also make an impact. The sum of all of these change events may produce more stress than would a single major change which affected fewer areas of living.

For example being fired from work (47 points) might lead also to other changes: "Change in Financial status" (38 points),⁴

Change to different line of work	(36)
Change in number of marital arguments.....	(35)
Foreclosure of mortgage or loan.....	(30)
Spouse begins or stops work.....	(26)
Change in living conditions.....	(25)
Revision of personal habits	(24)
Change in work hours, conditions	(20)
Change in recreational habits	(19)
Change in social activities	(18)
Change in sleeping habits	(16)
Change in eating habits	(15)

If all of the above changes should happen to result from the first initial change, loss of a job, the total points of change would be a whopping 349 points. Holmes and Rahe have concluded that such a high score would mean that the person has a seventy-nine per cent chance of

³Thomas H. Holmes and Richard H. Rahe, "The Social Readjustment Rating Scale," *Journal of Psychosomatic Research*, XI (1967), 216.

⁴*Ibid.*

having a major health change or illness in the following year.⁵

It may well be that unemployment results in a greater incidence of other life change events than does the death of a spouse. Thus the resulting effect on the person of all these changes piled one upon the other is greater. Perhaps future research on change might seek to assess the quantity of other changes that result from a major change.

2. IMPLICATIONS OF THE RESEARCH

In the following discussion there is often an overlapping of the three groups being considered. One person or group may function in several different capacities; that is a minister/counselor may at times function as a part of a church group or as a change agent. This may be true of the change agent or the church also. The delineation or separation of these three in the following pages in no way means one or the other may or may not utilize the suggestions listed under another heading.

For the Minister/Counselor

The minister/counselor usually functions in at least two capacities. On occasions he/she functions as a direct care-giver, as one who provides direct services to his/her constituents. At other

⁵Richard H. Rahe and Thomas H. Holmes, *Life Crisis and Disease Onset: Qualitative and Quantitative Definitions of the Life Crisis and Its Association with Health Change* (Seattle: Department of Psychiatry, University of Washington School of Medicine, n.d.), p. 14.

times he/she serves as a leader, an educator, as one who mobilizes, trains and leads others who provide the direct service.

As a direct care-giver, the minister/counselor can intervene and reach out directly to his/her parishioners and to the community. Whereas many other care-givers must wait for the one who desires help or service to contact him/her, the clergyman is not thus constructed. When he/she senses there may be a need, i.e. a person experiencing a major life-change, then it is appropriate for the minister/counselor to initiate a relationship. It may well be that the potential client does not desire what is offered, but it is still acceptable for the clergyman to have taken the first step.

As a direct care-giver the minister/counselor also has great latitude in the way he/she functions. Silverman discusses this flexibility as it applies to ministering to the bereaved, but it is applicable in many other instances:⁶

A clergyman can encourage a parishioner to talk with him about his problems. Those who are concerned with defining the role of a religious guide question whether this is a religious function or whether they are acting as pseudo psychiatrists. However, the fact that there is so much leeway in defining the clergyman's role may be functional in that he can be flexible and modify his role to play many parts as the occasion arises. He may have a greater role, therefore, in a program of preventive intervention than does the mental health caregiver. He is not bound by a single treatment method, he has ready access to large populations who accept his visiting, and he does not deal with diagnostic categories but with life problems that cross age, sex and class lines.

⁶Phyllis R. Silverman, "Services to the Widowed: First Steps in a Program of Preventive Intervention," *Community Health Journal*, III:1 (Spring 1967), 43.

Both the opportunity to initiate care-giving and the flexibility of role mean that the minister/counselor has many occasions for ministering to persons in the midst of change.

However, it will probably be as an educator, leader and mobilizer of other persons that the minister/counselor will be of greater effectiveness. His/her own care-giving will serve as a model, but it will be through training and leading others that his/her ministry will be most effective. There are a number of ways which this can be done, and a few of them might be as follows:

Managing Denial and Anxiety. As stated previously the author became aware of his own anxiety in contacting unemployed persons. This same anxiety coupled with denial is also experienced by others. The paucity of literature dealing with the emotional stress of the unemployed is but one indication of this denial.

This same denial is also present in dealing with death. Feifel notes the prevalence of this and his pertinent observations would be applicable with regard to unemployment.⁷

In the presence of death, Western culture, by and large, has tended to run, hide and seek refuge in group norms and actuarial statistics. The individual face of death has become blurred by embarrassed incuriosity and institutionalization. The shadows have begun to dwarf the substance. Concern about death has been relegated to the tabooed territory heretofore occupied by diseases like tuberculosis and cancer and the topic of sex. We have been compelled, in unhealthy measure, to internalize our thoughts and feelings, fears, and even hopes concerning death.

⁷Herman Feifel (ed.) *The Meaning of Death* (New York: McGraw-Hill, 1959), p. xiv.

Although there has been some change since Feifel wrote these words, there is still considerable anxiety and difficulty in dealing with death. The minister/counselor can sensitize his/her parish to the needs of the bereaved and the unemployed. Robert Neale describes a series of sessions that a local parish could hold on death.⁸

Such a series will not only be helpful to the participants, it will enable them to be more helpful to bereaved persons.

In like manner a parish needs to be exposed to the problems of the unemployed. Perhaps a series similar to the one on death could be developed, involving unemployed or formerly unemployed persons as resource leaders. In some way the minister/counselor needs to become personally sensitized to the pain and needs of the unemployed. Local chapters of Experience Unlimited or Forty Plus could be a resource. So also might the local branch of the state employment office.

Primary Prevention Groups. One other way the minister/counselor may be effective is through helping establish groups that anticipate and perhaps head off the pain and difficulty that occurs as a result of a major change. Gerald Caplan describes the purpose and process of such groups and although his perspective is that of the psychiatrist, what he has to say is applicable to the minister/counselor in a parish setting. Following a discussion of crisis intervention he describes the use of preventive groups.

⁸Robert E. Neale, "Explorations in Death Education," *Pastoral Psychology*, XXII:218 (November 1971), 33-74.

This technique of preventive intervention by the mental health specialist during the crisis can be supplemented by a technique known as 'anticipatory guidance,' or 'emotional inoculation.' The preventive psychiatrist gains access to a population which he has reason to believe will shortly be exposed to hazardous circumstances that will provoke crisis in a significant proportion, such as a group of patients awaiting elective surgery, a group of children awaiting admission to kindergarten or college, a group of pregnant women before labor, or a group of Peace Corps volunteers preparing to go overseas. In small-group or individual discussions, the specialist then draws their attention to the details of the impending hazards and attempts to evoke ahead of time a vivid anticipation of the experience, with its associated feelings of anxiety, tension, depression, and deprivation. He then helps them begin to envisage possible ways of solving the problems, including mastery of their negative feelings. When the experience itself arrives, the hazards will be attenuated because they have been made familiar by being anticipated, and the individuals will already have been set on the path of healthy coping responses.⁹

This model of prevention has all sorts of possibilities for the minister/counselor in a local parish for people anticipating the changes that have been a part of this study: grief, unemployment, and a new job. But in addition there are all sorts of other normal life crises that people may have to face, and they might be helped cope with the change by a group. There could be groups for those facing retirement, for college graduates, engaged persons about to be married, expectant parents, persons facing a move to another community, and many others. Howard Clinebell describes the use of growth groups for persons at various stages of life.¹⁰ All of the groups he describes could be

⁹Gerald Caplan, *Principles of Preventive Psychiatry* (New York: Basic Books, 1964), p. 84.

¹⁰Howard J. Clinebell, Jr., *The People Dynamic* (New York: Harper & Row, 1972), pp. 138-142.

seen as primary prevention groups, as groups to help persons prepare for major life changes.

Self-Help Groups. The utilization of self-help groups has become almost commonplace in present-day society. Alcoholics Anonymous, Parents Without Partners, Weight-Watchers and many other such groups have been organized by persons facing a particular problem. Such groups do not have prevention as their primary focus, but rather assisting persons who are already involved in coping with some particular difficulty.

This type of self-help group seems to be very effective and very helpful. The reason for this has been well described by Parkes:

One piece of behaviour which, for some time, the writer found puzzling is the frequency with which men and women who have lost a limb speak with pleasure of their contacts with people worse off than themselves. At first it seemed that this reflected the sadistic counterpart of the envy which amputees often feel for those who are intact. But on enquiry it is found to be quite a different phenomenon. As a general rule the person who has recently lost a limb is preoccupied with the problem of his own future adjustment. Lacking any sound basis for prediction his thoughts range over a variety of possible models in which he often sees himself as perpetually crippled and helpless. It is only when he meets someone more seriously mutilated than himself who appears to be coping well and cheerfully with his disability that it becomes possible for him to look to the future in an optimistic and realistic manner.

It is for this reason that people who have successfully come through major transitions in their lives are often best able to help other individuals who are still caught up in the process of realization.¹¹

The person who has successfully coped with a major change in his/her life is essentially a symbol of hope to the one caught up in the middle

¹¹C. Murray Parkes, "Psycho-Social Transitions: A Field for Study," *Social Science and Medicine*, V (1971), 111-112.

of the change. Furthermore the one who has completed the work of coping with the change serves as a model for the newcomer. Silverman in describing the widow to widow program says, "The aide serves as a model, to be imitated and from whom to learn."¹² In this study several respondents mentioned that talking to someone else who had had a similar experience was helpful. Consequently it is clear that persons having gone through a major change are often best able to help others facing or in the midst of the same change.

All of the same groups which could be organized for prevention could be utilized also for assisting members to cope with the change. Those who have been through the change could serve as facilitators or resources or leaders. Certainly the three groups studied in this research, bereaved, unemployed and newly employed could benefit from membership in such a group. Clinebell is again suggestive in describing groups for single adults, women's and men's liberation, youth groups for identity formation, and others.¹³ Almost any major change event could be utilized as the focus for a self-help group of persons facing that change.

The minister/counselor can serve as enabler and trainer. He/she can provide the necessary leadership to get such a self-help group launched. Furthermore she/he can help the group members to understand

¹²Phyllis Rolfe Silverman, Ph.D., "Intervention with the Widow of a Suicide," (Boston: Laboratory of Community Psychiatry, Harvard Medical School, n.d.), p. 29. (Mimeographed.)

¹³Clinebell, *op. cit.*, pp. 71-121.

their experience. The three stages of impact, recoil, and recovery are perhaps applicable to almost any major change event. Caplan's insights into the stages of a crisis¹⁴ and the fact that during a crisis people are more open to receiving help¹⁵ are both examples of the kind of information that the minister/counselor can provide. Certainly the minister/counselor is in a unique position to help such groups get launched.

Loss and Change may Lead to Growth. It is important that the minister/counselor remember that a change experience causing great loss may in turn be the forerunner of growth and opportunity. This has been mentioned previously in Chapter IV, but it deserves mention again. Rochlin is quite correct when he observes: "Much attention has been paid to the pain which losses or failures produce, but their obverse--the restitution and creativity they generated--has been accorded too little notice."¹⁶ He then continues by describing the experience of Marcel Proust who following the death of his beloved mother set about writing a book which made him a major literary figure.¹⁷

Certainly the findings of this study support the idea that a loss experience can lead to growth. One-half of the bereaved respond-

¹⁴Caplan, *op. cit.*, pp. 40-41.

¹⁵*Ibid.*, p. 48.

¹⁶Gregory Rochlin, *Griefs and Discontents* (Boston: Little, Brown, 1965), p. 127.

¹⁷*Ibid.*, pp. 131-132.

ents felt that over-all their experience had been one of growth. Eighty per cent of the newly employed felt the same way. Although only 30% of the unemployed described their experience as growth, 40% said it was both positive and negative. Although not everyone interviewed saw their experience as one of growth, enough did that this fact must be noted and mentioned.

The minister/counselor needs to remember this growth possibility when he works with people in the midst of major change. This concept is rooted in the Biblical themes of death and resurrection, that the tragedy of Good Friday led to the fulfillment and victory of Easter Sunday. The idea Jesus expressed that one must lose his/her life in order to find it was not only demonstrated by his example, it has been the experience of many others.

Robert Bellah began one of his books by presenting an autobiographical introduction. Near the end of that introduction, he wrote;

The theme of loss, I now realize, is even more pervasive in this story than I had thought when I touched upon it in the beginning of this introduction. It is a story of loss: the lost father, the lost religion, the lost ideology, the lost country. And yet it is not, finally, a story of existential despair. . . . For the deepest truth I have discovered is that if one accepts the loss, if one gives up clinging to what is irretrievably gone, then the nothing which is left is not barren but enormously fruitful. Everything that one has lost comes flooding back again out of the darkness, and one's relation to it is new--free and unclinging.¹⁸

The minister/counselor dare not gloss over nor minimize the pain that comes with loss and change, but he/she also must be sensitive and aware

¹⁸Robert N. Bellah, *Beyond Belief* (New York: Harper & Row, 1970), pp. xx-xxi.

of the growth potential that may be waiting to be born.

For the Change Agent

The change agent has been defined "as any person who exerts significant influence toward the improvement of persons or groups."¹⁹ Such a definition means that almost anyone can function as a change agent; he/she does not have to be a specialist or an expert. For the purposes of this study a change agent might be a minister/counselor, a church member, a friend, a neighbor, a relative, almost anyone who is aware that another is experiencing a major change in his/her life. Such a person becomes a change agent by being of assistance to the one experiencing change.

But how may the change agent function? One approach to understanding how change occurs has been described by a Gestalt therapist. He calls it the "paradoxical theory of change" which is stated briefly "that change occurs when one becomes what he is, not when he tries to become what he is not."²⁰ This model suggests that the therapist or change agent really does not try to bring about or introduce change in another person, but in reality seeks to help that person get in touch with and experience where he/she is at the present time. Beisser summarizes the process and rationale:

¹⁹Harvey Seifert and Howard J. Clinebell, Jr., *Personal Growth and Social Change* (Philadelphia: Westminster Press, 1969), p. 10.

²⁰Arnold R. Beisser, "The Paradoxical Theory of Change," in Joen Fagan and Irma Lee Shepherd, (eds.) *Gestalt Therapy Now* (Palo Alto, CA: Science and Behavior Books, 1970), p. 77.

The Gestalt therapist rejects the role of 'changer,' for his strategy is to encourage, even insist, that the patient *be* where and what he *is*. He believes change does not take place by 'trying,' coercion, or persuasion, or by insight, interpretation, or any other such means. Rather, change can occur when the patient abandons, at least for the moment, what he would like to become and attempts to be what he is. The premise is that one must stand in one place in order to have firm footing to move and that it is difficult or impossible to move without that footing.²¹

Certainly this approach has validity for the change agent as he/she is involved with persons undergoing major change. The change agent can be helpful by "being with" the person experiencing change. In this study respondents were asked about what was helpful in getting through the change. Most mentioned people like family members, friends, co-workers and others who had been helpful. The description of what these persons did to be helpful implies that their presence, someone to talk to, someone to be with, someone who listened and understood, that this was most valuable. When respondents described a specific action that was beneficial, it was usually some effort they had made personally like keeping busy, getting out, working, prayer, or taking care of a pet.

On the other hand respondents could describe more specifically what others had done that was *not* helpful. Unasked for advice, thoughtless questions, abandonment and other specific actions were mentioned as being unhelpful. All of this would appear to support the Gestalt view that encouraging the other person to be and experience where he/she is in the present, that this is the most helpful

²¹ *Ibid.*

way to function.

The time of the intervention or "being with" is crucial. Tyhurst seems to feel that the appropriate time for such intervention is during the recoil period, the time when the person is in touch with her/his feelings and is aware of the stress of the change:

To repeat, then, with regard to *the optimum time of intervention*, it is our belief that increasing emphasis will have to be placed upon attempts to intervene during the period of turmoil that is so characteristic of transition states. Our studies indicate that this period of disturbance is a crucial one during which future modes of adjustment are determined.²²

Caplan indicates more fully just why intervention at this time is important, a matter that Tyhurst alludes to but does not amplify. Caplan has written:

. . . during the disequilibrium of crisis, the individual is more susceptible to influence by others than at times of stable functioning. When his normal balance is upset, a relatively minor force will tip him to one side or another. This means that the help offered him by significant others may have a major effect in determining his choices of coping mechanisms, which in turn will influence the outcome. Once the crisis is over, the individual returns to a new steady state and then is relatively less open to outside intervention and the influence of others.²³

The change agent can be exceedingly helpful and his/her help can be most effective if it is timed to occur during recoil. Intervention at that time can have lasting effect, and the change agent may not have to expend a great deal of time and energy to accomplish a great deal.

²²J. S. Tyhurst, M.D., "The Role of Transition States--Including Disasters--in Mental Illness," *Symposium on Preventive and Social Psychiatry* (Washington: U. S. Government Printing Office, 1957), p. 163.

²³Caplan, *op. cit.*, p. 48.

The results of this study revealed that the unemployed had a great deal of difficulty in getting through the recoil period, something which might not have occurred if they had received help and support.

The change agent also needs to keep in mind two other considerations. The Holmes-Rahe studies cited earlier in this chapter would suggest that there are limits to the amount of change a person experience without having a physical or mental breakdown or both.²⁴ The change agent ought to be familiar with these research studies, the kinds of changes described, and the stress and severity of the varying changes. When the change agent seeks to set the stage for constructive change she/he should be aware of what the change could do to the person about to experience that change.

A second consideration is that the change agent ought to be aware of the conclusions of Parkes as mentioned previously in Chapter IV. Parkes mentions three criteria for determining the significance of a change: (1) the lasting or enduring effect of a change; (2) the suddenness with which it occurs; (3) the degree to which it affects the assumptive world.²⁵ When a change is sudden, has a lasting effect, and affects large areas of the person's life, then the change has potentially serious consequences for the person who experiences it. Awareness of these three factors can assist the change agent to be effective and not destructive, as he seeks to implement change.

²⁴Holmes and Rahe, *op. cit.*

²⁵Parkes, *op. cit.*, p. 103.

For the Church

Nearly all of the implications previously cited for the minister/counselor and the change agent are applicable to the church. Furthermore if church members were aware of the findings described in Chapter VI, they would indeed be more sensitive to the experience of people who have been bereaved, unemployed, or newly employed. The anxiety, shock, fear of failure, guilt, rejection, self-doubt, and apprehension that are felt by many caught up in these forms of change are feelings church members could help the person in change deal with more effectively.

But to be more specific there are ways the church could specifically minister to the three kinds of change that were a part of this study. One way would be to establish a widow to widow program similar to the one described by Silverman.²⁶

She tells about a program she directed in which women who had been widowed and had had time to work through and deal with their own grief, called upon newly widowed women to assist them on a long-term basis to deal with the pain and changes that resulted from the death of their spouse. A local church could well establish a similar program both for its own members and for the larger community. It is important that on-going contacts with the bereaved be maintained. One person in

²⁶Phyllis Rolfe Silverman, Ph.D., "The Widow-to-Widow Program; An Experiment in Preventive Intervention," *Mental Hygiene*, LIII:3 (July 1969), 333-337.

this study felt abandoned by the church after the funeral was over. Silverman suggests that the most difficult time for the bereaved may be later:

Our aides have reported that they got through the first few months of their bereavement in one manner or another, but that the loneliness and depression really became most difficult six months or a year after their husbands had died. By then they had in some way settled their lives so that they were carrying on, and only then did a great feeling of loss overwhelm them. Their experience in working with other widows has corroborated this.²⁷

In some way the local church needs to keep in touch and maintain contact with the bereaved.

The use of groups has been alluded to previously. Clinebell²⁸ suggests bereavement recovery groups as another way the bereaved may be helped. As an institution the church has been lax in ministering to the single adult, and various groups like Parents Without Partners could be set up and could assist some bereaved on a long-range basis. Bereaved persons not only need help in dealing with their grief, they need groups to help them deal with their new status, groups which offer growth, social activities and the like.

The local church can also prepare persons for bereavement. Death education was mentioned previously as a direct way of helping people face not only their own mortality but also the death of loved ones. But very appropriately the local church can help its members deal with such issues as terminal illness, the making of wills, the

²⁷*Ibid.*, 336.

²⁸Clinebell, *op. cit.*, pp. 112-114.

planning and purposes of funerals, as well as related matters. Some of these concerns are perhaps less direct ways of examining death and bereavement and hence may be less anxiety producing while at the same time opening the door to further exploration.

The local congregation can also be helpful to the unemployed. A friend of the author described a church board in a local congregation which was meeting shortly after two of the leading members of the church had lost their jobs. The major concern of the board was how the church would now manage financially without the money these two members usually contributed to the church. This board did not even raise the question of how they might now support and help these two families who had for many years sustained the church. Either this board was insensitive or else this was the way board members managed their own fear of being unemployed. If there is a sense of community and responsibility in a local church, there is no reason why church members could not pool their financial resources to aid members who are out of work. One man interviewed in this study felt unhappy that he received absolutely no assistance, financial or otherwise from his local church. At the same time a relative helped him to survive by sending him a certain amount of money every month.

The local congregation could help directly with financial assistance, but it could also assist with the emotional pain. The church could be the vehicle for establishing self-help groups if no other community agency has taken the lead. Such groups, as has been mentioned previously, can help members face the pain, feelings of

guilt, worthlessness, alienation, and anxiety that the unemployed and his/her family must go through.

Another way the church can be helpful to the unemployed is to help them discover new meaning and purpose in their life. Work is so central and important for many people, that when they can no longer work, they feel life is no longer meaningful or significant. The church can assist such persons to discover and explore other avenues. Music, art, teaching and group leadership are just a few ways the church might support and encourage growth and exploration of hitherto unknown talents and capabilities.

The church also needs to deal directly with its own denial and anxiety about being unemployed. Perhaps a study group or some other group could sensitize the local congregation to the pain and alienation of being unemployed. In this way employed church members might be helped to examine their own fears, to deal with those fears, and thus be more open to providing emotional support to unemployed persons.

The needs and difficulties of the newly employed are usually less obvious than those of the bereaved or the unemployed. It is assumed that a new job presents only opportunity and challenge, and feelings of apprehension, fear of failure, and anxiety are usually ignored or passed over lightly. A person beginning new employment may well be very anxious and not have anyone to share this with. Both the pastor and church members can reach out to a newly employed person and be sensitive to the fear and worry that such a person may be experiencing. Perhaps including such persons in a church growth group

would provide for them an avenue for dealing with their feelings about the new job.

The whole field of social education and action is another area where the church can be helpful. Support of programs to reduce or eliminate unemployment and to retrain the unemployed, health and medical measures which prolong life and make it more satisfying are just a few examples of the kind of the efforts the church can encourage and support.

3. SUMMARY

Chapter VII has discussed the significance of the present research. Areas of similarity, areas of difference, and areas of significant difference between the three groups were summarized. In general the newly employed had the least difficulty and the unemployed the most difficulty in coping with the change. The destructiveness and alienation of unemployment has been described as painful and difficult.

Implications for the minister/counselor included managing denial and anxiety, developing primary prevention and self-help groups, a reminder that loss and change may be a forerunner of personal growth. For the change agent implications involved the way he/she functions, the time of intervention and the hazards of too much change. Implications for the church includes specific ways the church can minister to the bereaved, the unemployed and the newly employed.

CHAPTER VIII

SUMMARY AND CONCLUSIONS

The final chapter will serve to draw together any loose ends from preceding chapters. First there will be a summary of the research project. This will be followed by some suggestions for further research. The last section will present conclusions which have grown out of the study.

1. SUMMARY

The purpose of this study has been to explore the proposition that major change in a person's life is experienced as loss. After an examination of the nature of loss, grief, and change, the hypothesis was researched clinically. The changes studied were grief, unemployment, and employment in a new position, ten persons in each category, making a total of thirty persons who were interviewed during the fall of 1971 and the spring of 1972. All respondents had experienced the change event during 1970 and were residents of Southern California. The study was a retrospective one, and respondents were asked to recall and remember events during and after the change event.

An interview instrument which contained both specific and open-ended questions was developed. Utilizing three stages: impact, recoil, and recovery, the interview also asked about the over-all impact of the change event. Each interview was electronically recorded.

Results were analyzed statistically by computer and the transcriptions were examined in detail by the author. Statistical analysis included analysis of variance, the Tukey procedure for probing differences, and the Chi square contingency table. The transcriptional review covered all open-ended questions as well as other data which seemed relevant to the research. The results were presented in Chapter VI with discussion and amplification contained in Chapter VII.

Statistical findings revealed that the unemployed were least happy, least satisfied and had the lowest positive feeling score while the newly employed were happiest and had the highest positive feeling score. The newly employed did not experience any shock during the impact stage; both other groups did. The unemployed took significantly longer to begin the recovery process and fewer of them ever came to accept the change. Both the bereaved and unemployed felt they had had to build a new life. The bereaved did not talk about their experience with others as much, and they indicated they would not have done anything differently if they had to repeat the experience. All three groups were similar in their feelings of anxiety, depression, and hostility both at the time of the interview and at the time of the change. The bereaved and unemployed were significantly older than the new job group, while the bereaved were mostly women, and the unemployed were nearly all men. A majority of all three groups were inactive church members.

Findings from the open-ended questions covered a variety of matters. Explorations of the stages revealed that during impact the

bereaved experienced shock, disbelief, fear and loneliness, but as they moved into recoil and recovery stages, although they continued to feel the loss, there was gradual and growing acceptance. The unemployed felt some shock at impact but mostly feelings of rejection, guilt and self-doubt which turned into increasing frustration and bitterness in the later stages. Those few who found new work or new job training felt some acceptance and relaxation. The newly employed were mostly nervous and apprehensive as well as excited and challenged during impact. They also experienced some fear of failure, but as they moved to recoil and recovery most began to feel self-confident, relaxed and accepted. Some were frustrated when the new job did not measure up to their expectations.

A number of things were helpful with family members being helpful to persons in all three groups. Friends, neighbors, keeping busy and their religious faith were helpful elements for the bereaved while the unemployed found friends and neighbors most helpful. Co-workers and supervisors proved of assistance to the newly employed. Some of the same matters also proved unhelpful: family, friends and their thoughtless remarks bothered the bereaved, and co-workers and supervisors were a handicap to the newly employed. In addition living alone was difficult for the bereaved, the unemployed disliked thoughtless inquiries about their status, and the newly employed sometimes felt uneasy.

Respondents were also asked how they might be helpful with another, and the bereaved mentioned keeping active, getting involved

with the person, patience and acceptance. The unemployed suggested persistence and planning ahead were valuable, while the newly employed mentioned being open to learn, patience, and keeping quiet. All three groups mentioned the need to avoid being negative or pessimistic. Reminiscing was painful for some of the bereaved. When asked about their over-all response to the change experience, the bereaved described both the pain and the growth, the unemployed said it was a "bad experience," and the newly employed felt it had been positive.

2. SUGGESTIONS FOR FURTHER RESEARCH

There are a number of additional research projects that could be undertaken as an outgrowth of this particular study. One would be to repeat the study only with a much larger sample size in order to determine whether or not the findings of this study would be true of a larger population. Such a study ought to be a random sample.

A similar study might be to lift out some of the areas of similarity and some of the aspects of significant difference and research those specific items with a larger sample. In this way certain variables found to be significant in this research could be studied over a larger population. An example would be the finding that the unemployed took so much longer to reach recovery, or that the bereaved talked the least about their experience.

Various types of longitudinal studies might also be made. Such investigations might deal with any one or even all three of the groups that were a part of this research. Such longitudinal inquiries would

require multiple interviews over a period of one or two years. This would provide a view of the process of the way people respond to change. In addition such a study could find out whether or not the unemployed ever really completed the change work and recovery process. The difficulty with this type of research is that the investigation itself affects the results.

Another area of research would be the development of a more adequate instrument for measuring loss. Various types of instruments have been developed for assessing anger, depression, anxiety, and other moods or feelings. However, this author never did discover such a measuring instrument for loss. It is possible that an interview is the only way loss can be discovered and measured, but the development of a written, objective instrument could be invaluable.

The Social Readjustment Rating Scale developed by Holmes and Rahe and mentioned several times in this study provides stimulus for several research projects.¹

For one thing the Holmes Rahe scale indicates that death of a spouse requires over twice as much adjustment as being fired from work. However, the results of this present research indicate that unemployment is more destructive and more difficult to cope with. The reasons for this discrepancy might be a suitable research project.

A similar study might be made to see what other kinds of changes are a consequence of the major changes of death of a spouse,

¹Thomas H. Holmes and Richard H. Rahe, "The Social Readjustment Rating Scale," *Journal of Psychosomatic Research*, XI (1967), 213-218.

unemployment and employment in a new position. This was alluded to in Chapter VII and it might be that the changes that are caused by unemployment are greater than the changes that follow the death of a spouse. Such cumulative changes may be the reason unemployment was more difficult for the respondents in this study. Further research might well explore that possibility.

Finally the whole area of unemployment needs further research. So little is known about the far-reaching and destructive emotional trauma of being unemployed. It is a belief of the author that unemployment is often crippling and devastating to the person unemployed and to his/her family. Further research needs to be done to explore the extent of that crippling and what can be done to mitigate its effects.

3. CONCLUSIONS

The hypothesis of this study has been that major change in a person's life is experienced as loss. To what extent is that proposition valid? The findings in this research only partially substantiate this hypothesis. It would seem that initially the major changes studied, death, unemployment, and employment in a new position were felt as loss and stress. The forms differed from one group to another with the bereaved having experienced shock, disbelief, fear and loneliness, the unemployed felt rejection, guilt, shock and self-doubt, while the newly employed were nervous, apprehensive and fearful. All three groups experienced initial stress, an impact period immediately

following the change event. There were other ways the groups were similar as mentioned in Chapter VII.

However, there were also a number of areas of difference which were described at length in Chapter VII. The major difference seems to center around the greater difficulty the unemployed had in coping with their change. They were the least happy, least satisfied and fewer of them accepted the change. Furthermore their feelings were more destructive including guilt, self-doubt, rejection, and alienation. It would appear that the unemployed were unable to complete the change-work. They were not able to let go of the past, and adjust to and accept their new circumstances. Most were unable to find new employment to fill the void left with the loss of their previous job. The American culture does not accept nor adequately provide for unemployment and the unemployed. The only alternative at present is welfare, and that is not considered an acceptable alternative.

Therefore a major finding of this research has been the destructive nature of unemployment on the individuals and families who are unemployed. The effects of unemployment can be devastating, and when the unemployment persists the situation only becomes more frustrating and painful. When a new job is unavailable, then the change-work is never completed and the unemployed person is stalemated. The resulting loss to both the individual and to society is immeasurable. In discussing the implications of this research in a previous chapter a number of implications and suggestions were given that might be of some assistance to the unemployed. However, it seems to the author

that in some way the larger society, government, business, labor and other groups need to more adequately deal with the problem of unemployment. Furthermore it will not be enough to simply provide a basic income for all persons. People need avenues for finding meaning in their lives, something to utilize their time, talent and energies.

Another conclusion from this research was the finding that change and crisis can lead to growth. Several authors cited in Chapter IV mentioned the need to be aware that what on the surface appears as great distress and crisis may be the prelude to growth and discovery. That idea was supported by the respondents in this study. Eighty per cent of the newly employed felt that over-all their experience had been one of growth; 50% of the bereaved felt similarly as did 30% of the unemployed. Certainly one cannot say that growth usually occurs, but it did happen often enough in this study to suggest its importance and significance. Those persons in the helping professions will need to remember this potential as they assist people in the midst of crisis and change.

APPENDIXES

APPENDIX A

STAGES OF THE GRIEF RESPONSE

THREE STAGES OF GRIEF:

1. Impact

The initial reaction to death is that of the impact stage. This phase is characterized by numbed, stunned and shocked feelings. The person is unable to come to grips with what has happened; he feels suspended from life. Usually the bereaved experience a restricted field of attention and are indifferent to their immediate needs. Often there is denial and a refusal to believe that the deceased is gone. Generally the person is not in touch with his own emotions although he may appear afraid. There is often somatic distress such as choking, shortness of breath, sighing, weakness and poor digestion.

The impact stage is the one where maximum stress is experienced. The time orientation of the bereaved is the immediate present. He is temporarily cut off from both his past and his future and can only deal with the present. This stage varies in length from a few hours to a month or even 6 months or more.

2. Recoil

When the initial shock and numbness of the impact phase begins to lift, the person experiences the first awareness of what has

happened. Now the loss is felt most acutely and the bereaved feels restless, tense, and in turmoil. Now the first overt expression of emotion occurs. Anger, protest, restless irritability, irrational feelings, sometimes bitterness both toward others and at one's self, and guilt are feelings that are experienced. There is usually also a need to talk and ventilate.

During this stage there will be acute periods of loneliness and oftentimes a childlike attitude of dependency, wanting to be cared for and looked after. This is the time when there is an intense yearning and urge to recover the deceased. This manifests itself in many ways: preoccupation with thoughts of the deceased, a clear visual memory of the deceased, a sense of the presence of the deceased, calling and crying for the lost person, and even a conscious recognition of this urge to search for the deceased by going to his/her grave or places where he/she had been.

Usually during this phase the bereaved will need to be with others and to have a stable, supporting environment. However, the initiative will usually have to be on the part of these other persons. It is very easy to remain at this stage, to become fixated here. Furthermore this is a very crucial period and the response of other persons is of critical significance for the bereaved person's future.

The time orientation of the bereaved has now shifted to the past or immediate past. The length of this stage varies from one month to a year or longer.

3. Recovery

This phase of the grief response entails getting back to normal insofar as that is possible. The person begins to feel the stress is passed and has come to face the matters of everyday living in the new environment without the deceased. The permanence and fact of the loss are accepted, and the attempts to recover the deceased are given up. The bereaved now has to develop a new set of functioning roles which involves letting go of the past and the building of a new life.

Some of the tasks included in building this new life are as follows:

1. Learning to be alone.
2. Finding a meaningful social and emotional life.
3. Being the head of the household, breadwinner, both mother and father to the children and learning the role of the single parent.
4. Facing the issue of re-marriage.

Oftentimes the bereaved will be in need of both vocational counseling and advice as to financial management. There may also be feelings of temporary anxiety, fatigue, and/or depressive reactions.

The time orientation or perspective now includes the past, present and future. This phase may begin within three months to a year after the death and lasts for the remainder of the bereaved person's life.

APPENDIX B

INTERVIEW SCHEDULE

I. INTRODUCTION

- A. Introduction of interviewer if necessary.
- B. Purpose:
 - 1. Better understanding of change and how people handle it.
 - 2. Thus learn how to help others experiencing similar change in their life.
 - 3. It is also possible this discussion may be of help to you in understanding the effect of this change on your life.
- C. Use of information gathered:
 - 1. Data compiled and examined for use in the dissertation.
 - 2. Some portions of conversations may also be used in the dissertation, but if so, then fictitious names and other identifying data will be substituted for real ones.
- D. Confidentiality:
 - 1. Complete anonymity and confidentiality assured.
 - 2. All conversations to be taped (recorded) for my convenience so I don't have to write during the interview.

II. GENERAL INFORMATION

1. Code number: _____
2. Date of Interview: _____
3. Length of Interview: _____
4. Others present: _____
5. Date of death: _____
- unemployment: _____
- new job: _____
6. Place of employment: _____
7. Length of employment: _____
8. Kind of work: _____
9. Religion: _____
- Church Member: Yes No
- Active Yes No
10. Age: _____
11. Sex: Male Female

Family Constellation

Spouse _____ Age _____

Kind of Work _____

Length of Employment _____

Children	Age	Where- abouts
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

III. POSITIVE AND NEGATIVE FEELINGS

(Bradburn, 1969, pp. 56 & 267)

One of the things we are interested in is the way people are feeling these days. During the past few weeks, did you ever feel - -

	YES	NO	
1. Particularly excited or interested in something?	___	___	+
2. So restless that you couldn't sit long in a chair?	___	___	-
3. Proud because someone complimented you on something you had done?	___	___	+
4. Very lonely or remote from other people?	___	___	-
5. Pleased about having accomplished something?	___	___	+
6. Bored?	___	___	-
7. On top of the world?	___	___	+
8. Depressed or very unhappy?	___	___	-
9. That things were going your way?	___	___	+
10. Upset because someone criticized you?	___	___	-

IV. MACCL - Today Form

Now I would like for you to take a few minutes to fill out a check list. If you will first fill out the required information, then I will read the instructions.

(Pause)

DIRECTIONS: On this sheet you will find words which describe different kinds of moods and feelings. Mark an X in the boxes beside the words which describe how *you feel now -- today*. Some of the words may sound alike, but we want you to *check all the words* that *describe* your feelings.

Do you have any questions?

(Today means "from the time you got up this morning until now.")

OBSERVATIONS:

V. HAPPINESS INDICATORS

(Bradburn, 1969, p. 269, adapted)

1. Taken all together, how would you say you are feeling these days -- would you say that you are . . .
 - Very Happy? ()
 - Pretty Happy? ()
 - or, Not very Happy? ()

2. Compared with your life today, how were you feeling four or five years ago? Were you happier then or not quite as happy as now?
 - Happier then. ()
 - Happier now. ()
 - About the same. ()

3. Think of how your life is going now. Do you want it to CONTINUE IN MUCH THE SAME WAY AS IT'S GOING NOW? Do you wish you could CHANGE SOME PARTS OF IT? Or, do you wish you could CHANGE MANY PARTS OF IT?
 - Continue much the same way ()
 - Change some parts ()
 - Change many parts ()

4. When you think of the things you want from life, would you say that you're DOING VERY WELL, DOING PRETTY WELL or you're NOT DOING WELL now in getting the things you want?
 - Doing very well now ()
 - Doing pretty well now ()
 - Not doing too well now ()

5. Compared with your life today, how was it one to one and a half years ago, right after the . . . (death, job loss, new job)? Were you HAPPIER then, or NOT QUITE AS HAPPY as now?
 - Happier then. ()
 - Happier now. ()
 - About the same. ()

VI. STAGES AND SYMPTOMS -- IMPACT

(Time Orientation of this stage is the IMMEDIATE PRESENT;
listen for clues to this.)

1. Tell me in your own words just what it was like IMMEDIATELY after and in the few days following the (death, job loss, new job).

2. Can you tell me what kinds of feelings you had in those days?
 - a. Numbness, stunned or shocked? Yes No
 - b. Suspended feeling? Yes No
 - c. Did you find it hard to accept what had happened, refuse to believe it? (Denial) Yes No
 - d. Any physical sensations, weakness, poor digestion, exhilaration, choking, shortness of breath, aches and pains, sleeplessness, etc.? Yes No
 - e. Did you talk about your feelings with anyone during those first weeks? Yes No

If so, who?

3. How long did those feelings last?

4. Is there anything else about that period that you would like to add or tell me about?

OBSERVATIONS:

...

VII. MAACL -- One to one and one-half years ago form
(right after death, job loss, new job).

Now I would like for you to fill out another check list. If you will again fill out the required information, then I will read the instructions.

(Pause)

DIRECTIONS: On this sheet you will find words which describe different kinds of moods and feelings. Mark an X in the boxes beside the words which describe how *you felt right after the* (death, job loss, new job). Some of the words may sound alike, but we want you to *check all the words* that *describe* your feelings. Work rapidly.

Do you have any questions? (Right after means the first day after, the 24 hours following.)

OBSERVATIONS:

VIII. STAGES AND SYMPTOMS -- RECOIL

(Time orientation of this stage is the PAST or IMMEDIATE PAST; listen for clues to this.)

1. After we have a major change and the first reactions are over, it may be that some of our feelings change. I would like for you to tell me in your own words what it was like after this initial impact?

2. Some people experience turmoil and restlessness during this period and others do not. What was your experience?

<u>Turmoil</u>	<u>No</u>
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3. Sometimes persons would like to go back before the change occurred, even at times imagining and feeling they were back before the change. Others do not feel this way at all.

<u>Before Change</u>	<u>No</u>
----------------------	-----------

4. Some people want to be taken care of, others do not. How was it with you?

<u>Taken Care Of</u>	<u>No</u>
----------------------	-----------

5. People experience different feelings. I am wondering how you felt?

Talkative --	Quiet
Angry --	Calm
Irritable --	Peaceful

6. Some people like to be alone, while others want to be with other people. Which of these did you prefer?

<u>Alone</u>	<u>With Others</u>
--------------	--------------------

7. How long did these feelings last?

8. Is there anything else about this period that you would like to add or tell me about?

OBSERVATIONS:

IX. STAGES AND SYMPTOMS -- RECOVERY

(Time orientation of this stage includes PAST, PRESENT, and FUTURE: listen for clues.)

1. At some point in our reactions to a major change in our life, we usually begin to adjust to it, we get through it and begin to live more or less normally. Has this been your experience or are things still not back to normal? Normal No

Would you tell me what it has been like more recently?

2. Are you living any differently now than before the change? Yes No

If so, how?

3. Have you had to build a new or different life since the change? Yes No

If so, how?

4. Do you feel that you have accepted this change as part of your life? Yes No

5. Can you tell me what kinds of feelings you have had in recent days?

6. When did this stage begin?

When did it end or has it ended?

7. Is there anything else about this period that you would like to add or tell me about?

OBSERVATIONS:

X. COPING DEVICES AND DEFENSE MECHANISMS

All of us have ways of dealing with the tensions and stresses of a new situation we face. These ways help us get through it. When I get under pressure I tend to eat more than usual. Other people have other ways. I have a list of some of the ways we *normally* use to get through stress. Would you tell me which ways you may have used during this change in your life. (Hand person list)

- | | |
|--|---------|
| 1. Eating | 1. [] |
| 2. Smoking | 2. [] |
| 3. Drinking alcoholic beverages | 3. [] |
| 4. Taking medication, aspirin, etc. | 4. [] |
| 5. Laughing | 5. [] |
| 6. Crying | 6. [] |
| 7. Swearing | 7. [] |
| 8. Boasting | 8. [] |
| 9. Getting angry, blowing your top | 9. [] |
| 10. Sleeping | 10. [] |
| 11. Talking it out | 11. [] |
| 12. Thinking it through | 12. [] |
| 13. Physical exercise | 13. [] |
| 14. Daydreaming | 14. [] |
| 15. Working hard | 15. [] |
| 16. Acting opposite of what you really felt | 16. [] |
| 17. Acting as though the change had never happened | 17. [] |
| 18. Not thinking about the change | 18. [] |
| 19. Blaming someone else | 19. [] |
| 20. Getting someone else to tell you what to do | 20. [] |
| 21. Trying to figure out a reason why it happened | 21. [] |
| 22. Blaming yourself for what happened | 22. [] |
| 23. Religion, Church, Prayer, etc. | 23. [] |
| 24. Other | 24. [] |

XI. CONCLUDING SECTION

1. What was helpful in getting through this?
Who was helpful? Family?
2. What was not helpful in getting through this?
Who was not helpful? Family?
3. If you were going to help someone else facing
a similar change, what would you say or do to be
helpful?
What would you avoid saying or doing?
4. If you had to go through it again, would you have
done anything differently? Yes No

If so, what?
5. In general, what kind of experience has this been?
(Pause for answer.)

Generally negative? ()
 Generally positive? ()
 Some of both? ()
 Growth ()
 Other ()
6. Are you as close to your friends and relatives
as before? Yes No

Have you made new friends? Yes No
7. Is there anything else you would like to add that
I have not asked you about?
8. Are there any questions you would like to ask me?
9. What kind of experience has this interview been for you?

APPENDIX C

LETTER REVISION PROCESS

Initially names were selected from the newspaper obituaries of deaths that had occurred in September of 1970. The first letter, Form 1, was sent to three persons to perform the pre-test on the interview schedule. The letter was followed by a telephone call and all three respondents declined.

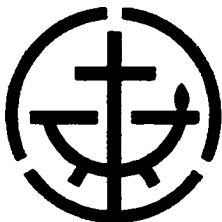
The next step was to see if local clergymen might furnish names of bereaved members of their congregation who might participate in the study. Three clergymen were contacted, two indicated they had no members who would fit requirements as to age, and one other talked to two parishioners who both declined. The author had the feeling that the clergymen were protecting or shielding their members; it felt like denial.

The next step was to revise the letter and try again utilizing newspaper obituaries. This letter, Form 2, was made more personal and spelled out the credentials, experience, and authority of the researcher. It was typed individually and sent out to three more people, and they too declined to participate.

At this point the author began to feel some anxiety about obtaining respondents. Letters used by other researchers were examined, and the whole process was discussed with an associate who was advising the author from time to time. One of the letters used by another

researcher indicated that he planned to write a book about his research. The present author exclaimed that he had no grandiose ideas about writing a book, he simply wished to complete his dissertation. The associate wondered aloud if maybe that idea was coming through in the letter and being picked up by potential respondents.

This stimulated the present author to examine his own attitudes and feelings about death. He read through his own file of funerals and meditations from nine years of parish ministry. He meditated upon his own grief experiences, and then once again revised the letter, Form 3, and once again had it typed individually and sent out. This time there was a more positive response and the research project was successfully launched.



APPENDIX D

LETTER TO RESPONDENTS

FORM 1

September 15, 1971

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Dear

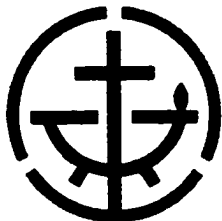
In preparation for my doctor's degree at the School of Theology, I am working with my advisor, Dr. Howard Clinebell, in attempting to understand how people respond to the experience of a major change in their life. One of the kinds of change being studied is the death of a spouse.

It has come to my attention that you have experienced this change in your own life during the past year. The contribution you would be able to make out of your own experience could be very valuable in helping us to learn how people feel as a result of such change and how they might be helped through it. Your willingness to be of assistance in this work may lead to a greater understanding of the problems people face at such a time. If you would be willing to participate in this study, I would like to talk with you personally about your own experience and how you have felt since the change. Your cooperation is very much needed so that other people may be better helped to face change in their lives.

A one to one and a half hour conversation would be needed. Your response will be totally confidential. I would like to contact you by telephone or mail within the next few weeks so that if you are willing to participate we may arrange a time that is convenient for you. If you have any questions at all, please telephone me in Claremont. My home phone is (714) 621-1682 and my office phone is 626-3307. Thank you very much for taking time to read this letter. Your willingness to participate in this research will be sincerely appreciated.

Sincerely yours,

Ralph E. Click
Department of Graduate Studies



APPENDIX E

LETTER TO RESPONDENTS

FORM 2

October 13, 1970

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Dear

I am writing to ask for your help. During my nine years as a parish pastor, I often ministered to families at times of loss. I became aware of how little is known about grief and death, and how much need there is for increasing our understanding of what people go through at such a time so that doctors, ministers, relatives and others might be enabled to be more helpful to bereaved persons. In my current position as staff counselor at Claremont Family Service, I continue to discover the need for a greater understanding of grief.

As a consequence I have become involved in a research project as a part of my doctoral program at the School of Theology. With my advisor, Dr. Howard Clinebell, I am trying to learn more about the effects of change on people, especially the changes which are experienced in the death of a loved one.

I am making a study in order to gain a deeper understanding of people's experiences in such instances. I am calling personally on widows and widowers--asking them to respond to a *confidential* inquiry about what their experience may have been in losing their spouse and how they are getting along now. I understand from the death records that your loss occurred in September of 1970.

Since it is only your participation which makes this study possible, if you have any questions at all, please telephone me at my home in Claremont (714) 621-1682, or at my office, 626-3307. My visit with you will take about an hour. I shall be contacting you by telephone or mail within the next few weeks so that a time may be arranged that is most convenient for you.

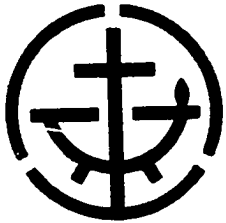
Your cooperation is essential to the success of this research. I sincerely hope you will assist us in this study. Your help is needed so that other people in the future may be better helped in their time of bereavement. Your assistance will be sincerely appreciated.

Sincerely yours,

Ralph E. Click

Department of Graduate Studies

Staff Counselor, Claremont Family Service



APPENDIX F

LETTERS TO RESPONDENTS

FORM 3

A. LETTER TO BEREAVED

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Dear

I am writing to ask for your help. During my nine years as a parish pastor, I often ministered to families at times of loss. I became aware of how little is known about grief and death, and how much need there is for increasing our understanding of what people go through at such a time. Doctors, ministers, relatives and others could be enabled to be more helpful to bereaved persons. In my current position as staff counselor at Claremont Family Service, I continue to discover the need for a greater understanding of grief.

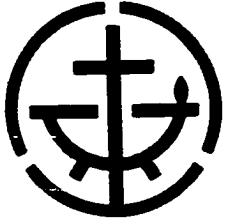
As a consequence I have become involved in a research project as part of my doctoral program at the School of Theology. With my advisor, Dr. Howard Clinebell, I am trying to learn more about the effects of change, especially the changes which occur when there is the death of a husband or wife. I understand from the death records that you experienced this in _____ of 1970.

In order to gain a deeper understanding of how people may be better helped in such instances, I am making my study by personal interview. I am calling on widows and widowers--asking them to respond to a *confidential* inquiry about what their experience may have been and how they are getting along now.

Since it is only your participation which makes this study possible, I will be happy to answer any questions you might have. Please feel free to telephone me either at my home (714) 621-1682, or at my office, 626-3307. My visit with you will take about an hour. I shall be contacting you again, by telephone or mail, within the next few weeks so that a time may be arranged that is most convenient for you. Your assistance will be sincerely appreciated.

Sincerely yours,

Ralph E. Click
Department of Graduate Studies
Staff Counselor, Claremont Family Service



FORM 3

B. LETTER TO UNEMPLOYED

Dear

I am writing to ask for your help. During my nine years as a parish pastor, I often ministered to families experiencing change in their life. I became aware of how little is known about the effects of change upon a person, and how much need there is for increasing our understanding of what people go through at such a time. In my current position as staff counselor at Claremont Family Service, I continue to discover the need for a greater understanding of change.

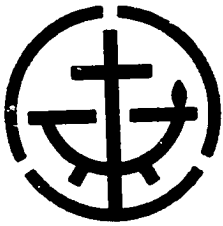
As a consequence I have become involved in a research project as a part of my doctoral program at the School of Theology. With my advisor, Dr. Howard Clinebell, I am trying to learn more about the effects of change on people, especially the changes which are experienced when one is unemployed. Mr. _____ at Experience Unlimited (Mrs. _____ at the Los Angeles County office, Department of Public Social Services) gave me your name as one who might be willing to participate in this study.

In order to gain a deeper understanding of how people may be better helped in such instances, I am making my study by personal interview. I am calling on unemployed persons--asking them to respond to a *confidential* inquiry about what their experience may have been and how they are getting along now. Our experience has indicated that sometimes the objective perspective of the interviewer is of benefit to the person being interviewed.

Since it is only your participation which makes this study possible, I will be happy to answer any questions you might have. Please feel free to telephone me either at my home (714) 621-1682, or at my office, 626-3307. My visit with you will take about an hour. I shall be contacting you again, by telephone or mail, within the next few weeks so that a time may be arranged that is most convenient for you. Your assistance will be sincerely appreciated.

Sincerely yours,

Ralph E. Click
Department of Graduate Studies
Staff Counselor, Claremont Family Service



FORM 3

C. LETTER TO NEWLY EMPLOYED

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Dear

I am writing to ask for your help. During my nine years as a parish pastor, I often ministered to families experiencing change in their life. I became aware of how little is known about the effects of change upon a person, and how much need there is for increasing our understanding of what people go through at such a time. In my current position as staff counselor at Claremont Family Service, I continue to discover the need for a greater understanding of change.

As a consequence I have become involved in a research project as a part of my doctoral program at the School of Theology. With my advisor, Dr. Howard Clinebell, I am trying to learn more about the effects of change on people, especially the changes which are experienced when one has been employed in a new position. (Mr. _____ gave me your name as one who might be willing to participate in this study.)

In order to gain a deeper understanding of how people may be better helped in such instances, I am making my study by personal interview. I am calling on persons who have been employed in a new position one to one and a half years ago--asking them to respond to a *confidential* inquiry about what their experience may have been and how they are getting along now.

Since it is only your participation which makes this study possible, I will be happy to answer any questions you might have. Please feel free to telephone me either at my home (714) 621-1682, or at my office, 626-3307. My visit with you will take about an hour. I shall be contacting you again, by telephone or mail, within the next few weeks so that a time may be arranged that is most convenient for you. Your assistance will be sincerely appreciated.

Sincerely yours,

Ralph E. Click
Department of Graduate Studies
Staff Counselor, Claremont Family Service

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